

# Group Short Term Disability Insurance

Virginia Commonwealth University Health System Authority



## Coverage

Disability income protection insurance provides a benefit for short term disability resulting from a covered injury or sickness. Benefits begin at the end of the elimination period and continue while you are disabled up to the maximum benefit duration.

## Eligibility

All Active Regular Full-Time and Part-Time Staff Employees working 20 hours or more per week, except for any person working on a temporary, Pro Re Nata (PRN), Temporary Twelve Week Worker, seasonal or employee included in another class.

## Benefit Amount

**Core:** The benefit amount is equal to 50% of your weekly covered earnings, to a maximum benefit of \$1,000 per week.

**Buy-Up:** The benefit amount is equal to 60% of your weekly covered earnings, to a maximum benefit of \$1,904 per week.

## Day Benefits Begin

Injury (accident) and Sickness (illness): benefits begin on the 15th consecutive day of disability.

## Maximum benefit Duration

Benefits for one period of disability will be paid up to a maximum of 12 weeks.

## Contribution Requirements

**Core:** Coverage is 100% Employer Paid.

**Buy-Up:** Coverage is 100% Employee Paid.

## Features

- Maternity covered as any other illness
- Non-occupational coverage
- Partial Disability
- Zero Day Residual: You can accumulate time toward the elimination period even while partially disabled

## Limitations

- Offsets: Your benefit may be reduced by other income sources such as, but not limited to, Social Security, Workers Compensation, State Disability Plans.

This Plan Highlight is not a complete description of the insurance coverage. Insurance is provided under group policy form LRS-6451, et al, et al. This is not a binding contract. Should there be a difference between this Plan Highlight and the contract, the contract will govern. The Certificate of Coverage will be made available to you that describes the benefits in greater detail; however a benefit will not be paid if caused or contributed by an exclusion listed in the Certificate. Product features and availability may vary by state.

Coverage is underwritten by Reliance Standard Life Insurance Company, which is licensed in all states (except New York), the District of Columbia, Puerto Rico, the U.S. Virgin Islands and Guam. In New York, insurance products and services are offered by First Reliance Standard Life Insurance Company, Home Office, New York, NY. Where applicable, absence services are provided by Matrix Absence Management, Inc.

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**Buy-Up:** The benefit amount is equal to 60% of your weekly covered earnings, to a maximum benefit of \$1,904 per week.

**To calculate your bi-weekly payroll deduction, use the formula indicated below:**

- 1. Enter your **Weekly Earnings**, not to exceed \$3,173. 1. \$ \_\_\_\_\_
- 2. **Multiply** the amount on Line 1 by 0.60. 2. \$ \_\_\_\_\_
- 3. **Multiply** the amount on Line 2 by 0.203. 3. \$ \_\_\_\_\_
- 4. **Divide** the amount on Line 3 by 10 and enter the amount on Line 4 to get your **monthly payroll deduction**. 4. \$ \_\_\_\_\_
- 5. **Multiply** the amount on Line 4 by 12, then **Divide** by 26 to get your bi-weekly payroll deduction. 5. \$ \_\_\_\_\_

Rate per \$10 benefit
0.203

**Example Calculation:**

- 1. Enter your **Weekly Earnings**, not to exceed \$3,173. 1. \$ 400
- 2. **Multiply** the amount on Line 1 by 0.60. 2. \$ 240 (maximum weekly benefit)
- 3. **Multiply** the amount on Line 2 by 0.203. 3. \$ 48.72
- 4. **Divide** the amount on Line 3 by 10 and enter the amount on Line 4 to get your **monthly payroll deduction**. 4. \$ 4.87 (monthly payroll deduction)
- 5. **Multiply** the amount on Line 4 by 12, then **Divide** by 26 to get your bi-weekly payroll deduction. 5. \$ 2.25 (bi-weekly payroll deduction)