HR Chat

Short Term Disability
&
Long Term Disability
Short Term Disability (STD)
Short-Term Disability (STD) pays you 60% of your gross weekly salary if you cannot work due to a covered injury or illness.

This benefit can help you cover your expenses and protect your finances at a time when you’re paying extra medical bills.
Short-Term Disability

Enrollment

- 75% FTE to enroll
- Initial hire
  - 30 days from hire date to enroll
  - No medical questions asked
- Outside of initial hire
  - Apply during open enrollment
  - Evidence of Insurability (EOI)
    - A statement of medical history and related information, which Unum will use to determine whether an applicant will be approved for coverage
  - Must be approved by Unum
Who’s at risk?

Today, many of the causes of STD claims are common:

• Back and other injuries
• Digestive & intestinal diseases
• Pregnancy (if applicable)
• Reproductive & urinary system diseases

Timing: Most of the time - unpredictable
Short-Term Disability

Benefits

• Pays you 60% of your covered earnings (max of $2,310 weekly)

• Covered earnings means your regular wage/salary (does not include overtime, overloads, bonuses and/or awards, stipends)

• Benefit amount will be reduced by other income benefits paid to you (i.e., social security benefits, OPERS/STRS disability benefits, etc.)
Short-Term Disability

Benefits

• Benefits are paid after the later of:
  • 14 calendar days after disability begins OR All your sick leave is exhausted

• Benefits are non-taxable
  • Your cost (premium) is an after tax deduction

• Benefits are paid for up to 26 weeks
Short-Term Disability

Why Enroll?

Why is STD needed?

• Employees must work 8.6 years without using any sick leave to have enough sick available to match 26 weeks of STD.
Short-Term Disability Cost

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Cost per $100</th>
</tr>
</thead>
<tbody>
<tr>
<td>18-54</td>
<td>.39</td>
</tr>
<tr>
<td>55-59</td>
<td>.42</td>
</tr>
<tr>
<td>60-64</td>
<td>.53</td>
</tr>
<tr>
<td>65-69</td>
<td>.62</td>
</tr>
<tr>
<td>70+</td>
<td>.68</td>
</tr>
</tbody>
</table>

Example: Age 30 & Annual Salary $30,000

- Annual Salary Divided by 100: $30,000 / 100 = $300
- Rate from Age Group (Age 30): .39 x $300 = $117
- Divide by 12: $117 / 12 = $9.75
- Total Monthly Premium: $9.75

Other Salary Examples

<table>
<thead>
<tr>
<th>Annual Salary</th>
<th>Premium</th>
</tr>
</thead>
<tbody>
<tr>
<td>$50,000</td>
<td>$16.25</td>
</tr>
<tr>
<td>$70,000</td>
<td>$22.75</td>
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</table>
Short-Term Disability Calculator

• To determine your STD monthly premium
  • Use the STD calculator available on HR website
    • STD Calculator
Short-Term Disability
Applying for Benefits

**STEP 1:** Employee contacts Leave & Disability Coordinator (LDC)

**STEP 2:** LDC sends packet to employee’s home along with FMLA forms

**STEP 3:** Upon receipt of completed packet, LDC completes employer statement & sends to Unum for processing
Long Term Disability (LTD)
Long-Term Disability

Overview

WSU provides LTD coverage to FT employees

- Cost - 100% paid by WSU
- You must be unable to work for at least **180 days** to be eligible to apply for LTD
- Pays you 60% of your covered earnings - less other income benefits
- LTD benefits are taxable as received
- Contact Leave and Disability Coordinator to apply for benefits
Long-Term Disability

Benefit Duration

You may be eligible to receive LTD benefits to the age of 65 if you are disabled before the age of 60

OR

For a reduced amount of time if you are disabled after the age of 60

<table>
<thead>
<tr>
<th>Age at Disability</th>
<th>Duration of LTD</th>
</tr>
</thead>
<tbody>
<tr>
<td>60</td>
<td>60 months</td>
</tr>
<tr>
<td>61</td>
<td>48 months</td>
</tr>
<tr>
<td>63</td>
<td>42 months</td>
</tr>
<tr>
<td>64</td>
<td>36 months</td>
</tr>
<tr>
<td>65</td>
<td>24 months</td>
</tr>
<tr>
<td>66</td>
<td>21 months</td>
</tr>
<tr>
<td>67</td>
<td>18 months</td>
</tr>
<tr>
<td>68</td>
<td>15 months</td>
</tr>
<tr>
<td>69 and over</td>
<td>12 months</td>
</tr>
</tbody>
</table>
The Retirement Income Provision provides an additional benefit under the LTD plan to a Tax Sheltered Annuity on behalf of the disabled employee.

The benefit amount is 10% of the employee’s covered earnings up to the maximum monthly pension benefit or $1,666.
Long-Term Disability

- OPERS and STRS offer Disability benefits

- You must have at least 5 years of Ohio service credit with OPERS and 10 years of Ohio service credit with STRS.

- Physician must certify you are unable to work for a period of at least one year
• Unum disability benefits are offset by other disability benefits received, i.e. Social Security benefits, OPERS/STRS disability benefits.

• OPERS/STRS benefits are retroactive to the 1st of the month after no longer in an active pay status.

• Employee will receive a lump sum check from OPERS/STRS.

• Unum benefit is 60% of regular gross salary. If OPERS benefit is 45% of gross salary, this amount must be paid back to Unum.

• Employee continues to receive 15% of gross from Unum.
WSU Disability Leave

- Non-bargaining Staff & all Faculty:
  - 1 year of unpaid disability leave

- Bargaining Staff:
  - 2 years of disability leave regardless of paid or unpaid

- Police Department:
  - 6 months of unpaid disability leave
Insurance Premiums

While on disability leave employees are responsible for paying the employee share of insurance premiums including:

• Health
• Dental
• Vision
• Supplemental Life Insurance
  o Group Universal Life (GUL)
  o Voluntary Term Life
  o Voluntary Dependent Life
Timelines

14-day waiting period or sick leave must be exhausted

STD 26 weeks
- Employee paid benefit
- Provider UNUM
- Benefits approved by UNUM
- 14 days off work with a qualifying illness/injury
- Runs concurrently with FMLA

LTD up to age 65
- WSU paid benefit
- Provider UNUM
- Benefits approved by UNUM
- 180 days off work with a qualifying illness/injury

If your physician believes you’re unable to work for at least 1 year you may be eligible for OPERS/STRS disability benefits.
Trivia
Who is the STD & LTD vendor?

A. Anthem
B. Delta
C. Minnesota
D. Unum
Does WSU pay 100% of the cost for LTD?

A. True
B. False
How many weeks are STD benefits paid?

A. 16
B. 26
C. 36
D. None of the above
When can I apply for LTD benefits?

A. 30 days  
B. 60 days  
C. 90 days  
D. 180 days