

University of Rochester Short-Term Disability Plan-At-A-Glance Student Employment

Definition	The Short-Term Disability pays all or part of basic salary for an eligible individual who is absent from work for a period of days, weeks, or months due to disability that is not related to the job and which prevents the individual from performing University duties and responsibilities. The Short Term Disability Plan benefit varies and is determined by the individual's position and length of service. See the Short Term Disability Policy for full details of benefits available under this plan.
Eligibility	All students employed through Student Employment (Undergraduate and Graduate Students). Students must have at least 4 weeks of service to be eligible.
Benefit	Statutory Pay (pay required by New York State) begins with the eighth calendar day of absence. Statutory benefits provide half pay up to a maximum of \$34 per day or \$170 per week for as long as 26 weeks. The minimum statutory benefit is \$20 per week or the average weekly wage if it is less than \$20.
How to Apply	Any absence must first be reported to your supervisor. If you expect to be out for more than 7 calendar days, you must call Hartford at 1-866-548-3101 during their business hours of 8:00 am – 8:00 pm EST, Monday – Friday.
Academic Leave	Students who are considering a leave should also discuss the availability of other academic leave options with an Academic Advisor in the College Center for Advising Services, Lattimore 312.

The University reserves the right to modify, amend or terminate the Short-Term Disability Plan at any time. This document provides only a summary of the main features of the plan. The plan documents will govern in the event of any discrepancies. Detailed information on this plan is available on the Leave Administration website www.rochester.edu/leave. A paper copy of this information is available for free from Leave Administration.

Individuals represented by collective bargaining agreements receive benefits in accordance with those agreements.