

University of Rochester

Short-Term Disability Plan-At-A-Glance

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, service date and length of service.			
Regular Full-Time Staff in Non-exempt (Hourly) Positions with 6 months or more of service	<u>Weeks of Short-Term Disability Pay beginning with the eighth consecutive day of disability absence:</u>			
	Length of University Service	Weeks of full pay	Weeks of half pay	Total
	6 months but less than 1 year	0	26	26
	1 but less than 2 years	1	25	26
	2 but less than 3 years	2	24	26
	3 but less than 4 years	3	23	26
	4 but less than 5 years	4	22	26
	5 but less than 6 years	5	21	26
6+ years	6	20	26	
Regular Full-time Staff in Non-exempt (Hourly) Positions with under 6 months of service; and Regular Part-time Staff in Non-exempt (Hourly) Positions	<p>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.</p> <p>Note: Temporary faculty and staff members, and after 25 days of University employment, TAR (Time-As-Reported) staff members and individuals who are at the University primarily for furthering their education but are employees (for example, post-doctoral research associates) are eligible for statutory sick pay.</p>			
Regular Full-time and Part-Time Faculty and Professional, Administrative, Supervisory (PAS) Staff	<u>Months of Short-Term Disability Pay:</u>			
	Length of University Service	Months of full salary	Months of half salary	
	Less than 2 years	2	4	
	2 but less than 4 years	4	2	
4+ years	6	0		
Strong Memorial Hospital Residents and Fellows	For regular full-time and part-time Strong Memorial Hospital Residents and Fellows, full salary is continued during sick leave for up to 6 months.			

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.

