

Short-term Disability Coverage

Short-term disability (STD) coverage is a supplement to the UH Time Off (PTO or Vacation) programs and is intended to replace a portion of your earnings if you experience a non-occupational illness or injury that prevents you from performing the material duties of your job. Most regular full-time employees scheduled to work 35 or more hours per week are eligible to participate in the STD benefit following six months of continuous active service. This benefit is automatically provided as part of the UH Total Rewards program.

The STD benefit replaces 60% of your weekly earnings, up to \$2,500 per week.

If you are eligible and meet all of the plan requirements, STD benefit payments will begin after you have been disabled for seven consecutive days. Benefits will continue for a maximum of 25 weeks or until you are released to return to work.

Voluntary Short-term Disability Coverage

If you are a part-time employee regularly scheduled to work less than 35 hours per week, but 16 or more hours per week, you may elect voluntary short-term disability coverage. The benefits in this plan are the same as those described above (for full-time employees). The cost of the voluntary STD coverage is paid by the employee. The cost of this benefit is available online through Employee Direct Access (EDA). You may have to submit Evidence of Insurability if you elect voluntary STD coverage for the first time (excluding new hire enrollment) or you are re-applying for coverage.

When are part-time employees eligible to enroll in the voluntary short-term disability benefit?

Part-time employees are eligible to enroll within 30 days of hire, during the annual benefits open enrollment period, or within 30 days of a qualified change in status. Coverage will be effective following six months of continuous active employment with UH or upon approval if Evidence of Insurability is required, whichever is later.

This is an overview of University Hospitals Short-Term Disability benefit. Should there be any conflict between this overview and the actual terms and provisions of the plan documents and contracts, the terms of the plan documents and contracts will govern in all cases. You will not gain any new rights or benefits because of a misstatement or omission in this overview. None of this information should be interpreted as a guarantee of employment. University Hospitals reserves the right to amend, change, or terminate any benefit plan at any time.