

Short-term Disability Coverage for Geneva Medical Center Employees Who are subject to a Collective Bargaining Agreement

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 70 hours in each 14 day pay period, including alternate weekends, are eligible to participate in the STD benefit following 180 days 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.

Please refer to the “Agreement Between The Ohio Nurses Association and Memorial Hospital of Geneva” booklet for benefit details.

Voluntary Short-term Disability Coverage

If you are a part-time employee regularly scheduled to work less than 70 hours, but not less than 16 hours in each 14 day pay period, and will work alternate weekends, 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.