

## **Short Term Disability**

Short Term Disability payment is made at 60% of the normal pay rate up to a maximum of 26 weeks of coverage. Coverage begins on the 1st missed work day for an accident/non-elective surgery or 8th consecutive calendar day for an illness. The elimination period starts with the first work-day missed. Accident/Non-elective Surgery is defined as an event that results in a loss of a minimum of 8 calendar days – benefit eligibility will then be retroactive to the first missed workday. Recurrence of a prior disability within 6 months will result in the waiver of the elimination period. Returning to work on a part-time basis after a period of disability will result in benefits being paid on the un-worked hours required to meet the full-time schedule.

In the event of an extended illness or medical condition, your supervisor must be properly informed of your progress on a regular basis. The College reserves the right to request medical information from your doctor regarding any illness or medical condition and its relationship to your work. Excessive absences beyond accumulated sick leave, short-term disability, vacation time, or approved unpaid leave can represent a very real problem for the efficient operation of College and may result in replacement personnel being hired.