

Short-Term Disability

What Is Short Term Disability?

- Rochester Regional Health offers a Short-Term Disability plan that provides a level of income replacement for employees unable to work due to pregnancy, illness or injury unrelated to work

Who is eligible?

- Employees regularly scheduled to work **20 or more hours per week** and have held continuous employment for 6 months
- Employees expected to be **out of work longer than 7 consecutive calendar days** but not more than 26 weeks
- Employees regularly scheduled to **work less than 20 hours per week** or have been employed less than six (6) months are eligible for **New York State Statutory Disability benefits**

What Else Should I Know?

- **Elimination Period** – the first seven (7) days of a disability leave are unpaid and considered the “waiting period” before benefits are paid. Employees can use PTO or vacation to supplement any missed time during their elimination period
- **Benefit Payments** – benefits are paid to eligible employees at 60% of their Basic Monthly Earnings up to 25 weeks. Employees only eligible for New York State Statutory benefits are eligible for 50% of their Basic Monthly Earnings up to a maximum of \$170 per week for up to 26 weeks
- **Returning to Work** – employees must be **cleared by Employee Health Services** before returning to work

How do I apply?

- Short-Term Disability is administered by **Lincoln Financial**, Rochester Regional Health’s insurance carrier. To submit a claim, contact Lincoln Financial directly at **1-888-778-9217** or apply online at www.mylibertyconnection.com, company code **RRHLIBERTY**
- To ensure their claim is processed, employees must contact Liberty Mutual within **15 days of their last date worked**

* For additional information and eligibility requirements, please refer to Short Term Disability policy [HRBEN 05](#)