

# 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.

## 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 waiting 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 to receive 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.

## Who's 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**.

## How do I apply?

- Short-Term Disability is administered by **Lincoln Financial**, Rochester Regional Health's leave insurance carrier. To submit a claim, contact Lincoln Financial directly at **1-888-778-9217** or apply online at [www.mylincolnportal.com](http://www.mylincolnportal.com), company code **RRHLINCOLN**.
- To ensure their claim is processed, employees must contact Lincoln Financial within **15 days of their last date worked**.

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