

| Sickness & Disability Benefits available as of July 1, 2009 | By Employee Population (EE = Employee) | | |
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| | EMPLOYEES COVERED UNDER THE TRADITIONAL SICK LEAVE PROGRAM | VSDP EMPLOYEES HIRED OR REHIRED BEFORE 7-1-09 | VSDP EMPLOYEES HIRED OR REHIRED ON OR AFTER 7-1-09 |
| Short Term Disability (STD) | <p>Not eligible for STD.</p> <p>Physician's certification of disability (or FMLA Certification) required for extended medical absences. EE may be placed on unconditional LWOP up to 12 months (agency may extend).</p> <p>Agencies may review employment options in situations of extended periods of sick leave.</p> | <p>Available for up to 125 workdays after a 7-day waiting period for approved claims.</p> <p>Physician's certification of disability or FMLA Certification required for extended medical absences not approved by Unum.</p> | <p>After 1 year of continuous state service (including leave without pay), STD is available for up to 125 workdays after a 7-day waiting period for approved claims.</p> <p>Physician's certification of disability or FMLA Certification required for extended medical absences not approved by Unum.</p> |
| STD Days of Income Replacement | <p>Not eligible for STD.</p> | <p>Income replacement begins on 8th day for approved claims that are filed timely. Income replacement begins at 100%, reduces to 80% and then 60%, depending on total months of service.</p> | <p>After 1 year, income replacement begins on 8th day for approved claims that are filed timely. Income replacement will be 60 % during the first 5 years (includes 1 year waiting period); after 5 years, 100%, 80%, and then 60% based on total months of service.</p> |
| Sick Leave | <p>Accrue five hours per pay period for EEs working a 40-hour per week schedule. Classified EEs working less than 100% but at least 50% of a 40-hour schedule accrue in proportion to their % of a 40-hour per week schedule. No carryover limit. 33% of the employees available sick leave balance may be used for family illness under FMLA.</p> | <p>64-80 hours per year. Allotment rates based on total years of state service or date of employment for new hires/rehires. May be used for personal illnesses & medical visits. 33% of the available balance may be used for family illness under FMLA. No carryover.</p> | <p>64-80 hours per year. Allotment rates based on total years of state service or date of employment for new hires/rehires. May be used for personal illnesses & medical visits. 33% of the available balance may be used for family illness under FMLA. No carryover.</p> |
| Family Personal Leave | <p>Not eligible for Family/Personal Leave.</p> | <p>16-40 hours per year. May be used for any purpose (with supervisor approval). Allotment rates based on total years of state service or date of employment for new hires/rehires. No carryover.</p> | <p>16-40 hours per year. May be used for any purpose (with supervisor approval). Allotment rates based on total years of state service or date of employment for new hires/rehires. No carryover.</p> |

| Sickness & Disability Benefits available as of July 1, 2009 continued | By Employee Population (EE = Employee) | | |
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| | EMPLOYEES COVERED UNDER THE TRADITIONAL SICK LEAVE PROGRAM | VSDP EMPLOYEES HIRED OR REHIRED BEFORE 7-1-09 | VSDP EMPLOYEES HIRED OR REHIRED ON OR AFTER 7-1-09 |
| <p>Family and Medical Leave Act</p> <p>Provides eligible EEs up to a total of 12 work weeks of unpaid leave during each leave year.</p> | <p>EE is eligible if employed by the state a total of 12 months in the past 7 years, and has worked 1,250 hours in the previous 12-month period.</p> <p>Concurrent with certified eligible periods of absence. A Certification of Health Care Provider is required for EE and for Family Members.</p> <p>EE must comply with Agency leave request procedures, absent unusual circumstances.</p> | <p>EE is eligible if employed by the state a total of 12 months in the past 7 years, and has worked 1,250 hours in the previous 12-month period.</p> <p>Concurrent with approved STD claims, no Certification required. Absence for Family member requires Certification.</p> <p>EE must comply with Agency leave request procedures, absent unusual circumstances.</p> | <p>EE is eligible if employed by the state a total of 12 months in the past 7 years, and has worked 1,250 hours in the previous 12-month period.</p> <p>Concurrent with approved STD claims, no Certification required. Absence for Family member requires Certification.</p> <p>EE must comply with Agency leave request procedures, absent unusual circumstances.</p> |
| <p>Long-Term Disability (LTD)</p> | <p>Not eligible for LTD.</p> <p>Agencies may review employment options in situations of extended periods of sick leave.</p> <p>Options include reasonable accommodations (ADA), transfer or demotion to another position, or requiring EE to apply for disability or early service retirement.</p> | <p>Income replacement of 60% (80% for catastrophic disabilities) for approved claims.</p> <p>Benefit begins after 125 workdays of STD.</p> <p>Income replacement may be higher if Workers Compensation is the primary benefit plan.</p> | <p>After 1-year waiting period, income replacement of 60% for the first 5 years. After the first 5 years, benefit may be 80% for catastrophic disabilities for approved claims.</p> <p>Benefit begins after 125 workdays of STD.</p> <p>Income replacement may be higher if Workers Compensation is the primary benefit plan.</p> |