

The University's Short-Term Disability (STD) policy is designed to provide a bridge between the expiration of accrued sick leave and (potential) start of Long-Term Disability Insurance benefits.

Eligibility: Members of Local 32BJ who have completed one year of full-time, benefit-eligible service at Boston College

Guidelines:

STD payments may begin as soon as the first workday following six full weeks of medical absence. Arrangements are made through the Benefits Office. Medical documentation will be required in order for payments to begin. [Note: This policy does not apply when an employee is eligible for Workers' Compensation benefits for the same period.]

Employees may also choose to utilize the Massachusetts Paid Family and Medical Leave law (PFML) in combination with or in place of STD payments – see NOTES below.

During the first six weeks of medical absence, employees may use their accrued sick and/or vacation time in order to receive full pay. If employees have more than six weeks of accrued sick leave, the sick leave must be used before STD payments can begin. Employees may opt to apply for PFML benefits in lieu of using sick or vacation time, but PFML benefits are at a reduced amount.

NOTE: Accrued leave may not be used to "top off" PFML payments, if received.

The STD payment rate will be 75% of the employee's regular weekly gross pay in effect when the payments begin.

NOTE: Under the Massachusetts Paid Family and Medical Leave (PFML), employees may be eligible for up to 20 weeks of paid medical leave for their own serious health condition. In the event that an employee applies and is approved to receive PFML benefits, the STD benefit amount will need to be adjusted (see below).

It is solely up to the employee to decide whether to apply for PFML benefits. Relevant considerations when making the decision are:

- (a) Whether the PFML benefits are less than or greater than 75% of regular weekly pay; this will depend on the prior year's salary, but in many cases it will be less than 75%. In such a case, the STD payment amount will

College if the PFML benefit would be less than 75% of regular weekly pay.

STD payments could continue for up to a maximum of 22 weeks