

Temporary (“Short Term”) Disability

Stevens has adopted a private group insurance plan for temporary disability insurance benefits that is in compliance with New Jersey temporary disability law. This insurance plan provides weekly benefit payments at the amounts determined by state law. Pursuant to the law, an employee must be disabled for seven (7) calendar days before short-term disability benefit payments begin. The maximum period of short-term disability is twenty-six (26) weeks for any one period of disability. All employees (including faculty and unionized employees) are eligible for temporary disability benefits in accordance with the eligibility requirements of state law. Stevens will request medical certification to confirm eligibility for temporary disability benefits. Because Stevens pays temporary disability benefits directly to an employee, temporary disability benefits paid by the insurance provider to employees must be immediately assigned to Stevens if salary continuation applies.

Medical leave under the federal Family and Medical Leave Act (FMLA) runs concurrently with temporary disability leave. This applies even if the employee fails to apply for temporary disability leave or if the temporary disability leave time is rejected.

Staff:

Full-time non-exempt staff and unionized employees may elect to supplement the state established temporary disability benefit payments described above by using fractions of available sick days (or “AP days” in the case of unionized employees) if they so desire.

Full-time exempt staff are eligible for certain salary continuation benefits during an absence that qualifies as a temporary disability. For these employees, accumulated sick days are first applied concurrently with temporary disability leave to provide full base pay to the employee during the time that sick days are available. After all sick days are exhausted, employees who continue to qualify for temporary disability shall receive salary continuation at a rate of 100% of pay for up to twenty additional (20) days. Employees who continue to qualify for temporary disability following these twenty (20) days shall receive salary continuation at a rate of two-thirds (66.67%) of pay for the remaining balance of the temporary disability leave (up to a maximum of twenty-six (26) weeks for any one period of disability). Full-time exempt staff are required to use available sick days during the period of temporary disability leave.

Part-time staff may be eligible for statutory temporary disability benefits pursuant to the New Jersey temporary disability law. Part-time staff may not supplement the state established temporary disability benefit payments by using fractions of available sick days (or “AP days” in the case of unionized employees).

Faculty:

Full-time faculty are eligible for full salary continuation benefits during an absence that qualifies as a temporary disability up to a maximum of twenty-six (26) weeks for any one period of disability.

Part-time faculty may be eligible for statutory temporary disability benefits pursuant to the New Jersey temporary disability law.