SHORT-TERM DISABILITY (STD)  
OVERVIEW

The purpose of Short-Term Disability Insurance is to provide a partial income replacement benefit if you are unable to work due to disability that is not work-related, including pregnancy-related disability.

If your Short-Term Disability claim is approved:

- You will receive 55% of your pre-disability salary up to a maximum of $800/month;
- Short-Term Disability payments are taxable and paid every two weeks by Liberty Mutual for a maximum of 26 weeks, provided you remain disabled
- The UC contribution for your medical premium continues
- There is a 7-day waiting period, however, you are required to use up to 22 sick days (176 hours). If you do not have accrued sick time and you do not want to use other accrued leave then your STD payments will begin after 7 days.

APPLYING FOR BENEFITS

- Please review the pamphlets Your Guide to Filing for Disability and Reporting Your Disability Claim. If you prefer to file by mail, please visit: http://www.hr.ucsb.edu/disability or contact the Disability Benefits Coordinator for a paper form (Spanish claim forms available)
- Missing or incomplete information will delay your claim. It is your responsibility to check with Liberty Mutual to ensure they have all the information needed to evaluate your claim.

STATE DISABILITY (SDI)

- UC employees do not pay into SDI. If you have worked for UC for more than 18 months, you do not need to apply for SDI benefits
- If you have been employed at UCSB less than 18 months you must apply for State Disability Insurance (SDI) in addition to filing a claim with Liberty Mutual. We recommend you file for SDI 30 days prior to your last day of work.
CONTINUATION OF HEALTH AND WELFARE BENEFITS

- Insurance Continuation Forms (ICF) for your Health and Welfare benefits (e.g.: medical, dental, vision, etc.) will be sent to you by the Disability Benefits Coordinator as needed.

- If you choose to opt out of benefits while on disability leave, you must complete a UPAY850 de-enrollment request.

Other payroll deductions such as parking/vanpool, California Casualty, credit union, charitable contributions, loans, etc. are not included on your ICF. **It is your responsibility to make alternate payment arrangements for these deductions with the appropriate office.**

FAMILY MEDICAL LEAVE ACT (FMLA)

- FMLA requires covered employers to provide up to 12 weeks of unpaid, job-protected leave to eligible employees for their own serious health conditions, including pregnancy-related disability.

- Employees are eligible if they have worked for UC for a total of 12 months and have actually worked 1,250 hours in the 12 months prior to leave.

- Under FMLA, UC provides the UC contribution towards medical, dental, and vision benefits.

Please see our website for more information: [http://www.hr.ucsb.edu/disability/family-medical-leave](http://www.hr.ucsb.edu/disability/family-medical-leave)

CONTACTS

Liberty Mutual
Phone: 1 (800) 838-4461  Fax: (800) 320-7583

- Check the status of your claim
- Confirm that necessary paperwork has been received
- Information regarding your disability payments

Disability Benefits Coordinator
Phone: (805) 893-4263  Fax: (805) 893-8269

- Applying for disability benefits
- FMLA
- Health and Welfare benefits continuation

The benefits discussed here are governed entirely by the terms of the applicable plan documents, custodial agreements, University of California Group Insurance Regulations, group insurance contracts, and state and federal laws. Those terms apply if information here does not agree with the source documents listed above.