

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: Boston College Police Association members who have completed one year of full time, (e)4 (5)4 (5)4 (i)-2 (t)-2s.28P18.04 Tr9d TJ 0 Tc 0 Tw ()Tj -0.003 Tc 0.003 Tw 1/6r55 0 Td [(B)4 (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.

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

NOTE: Under the Massachusetts Paid Family and Medical Leave law (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 benefit is less than or greater than 75% of regular weekly pay 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 be adjusted to bring the total to 75%. If the PFML amount is greater than 75% there will be no STD payment.
- (b) 401(k) and 403(b) retirement contributions will apply to BC's STD payments, but will not apply to the PFML payments.
- (c) It will be to the employee's advantage to receive the STD payments from Boston College if the PFML benefit would be less than 75% of regular weekly pay.

- f* STD payments could continue for up to a maximum of 22 weeks medical documentation. However, there may be fewer payments, depending upon the amount of accrued sick leave (and possibly vacation time) used at the beginning of the leave.
- f* Employees will be responsible for their normal medical contributions during the initial six weeks, and if they are receiving sick leave and vacation pay beyond six weeks. After the initial six weeks, if employees are receiving STD payments and/or PFML payments, the University will pay the full medical premium.
- f* Normal dental plan contributions will be required throughout the period of disability.
- f* 401(k) retirement plan contributions (the employee's 2% and the University's 8% or 10%)