SUPPLEMENTING SHORT-TERM DISABILITY, PAID FAMILY LEAVE AND WORKERS' COMPENSATION BENEFITS

Voluntary Disability Insurance (VDI)

VDI, the Claremont Colleges' short-term disability plan, pays 55% of the employee's regular (gross) wages, up to the allowable maximum, as temporary income replacement in the event of disability due to a non-work related injury or illness. The following is a brief description of VDI:

- The VDI plan has a 5-day waiting period to start receiving benefits (there are a few exceptions).
- VDI benefit payments coincide with the regular payroll schedules.
- VDI benefits can be paid via direct deposit.
- You have the option to redirect your health benefit premiums from your VDI benefit payments.

After receiving completed VDI documents, CUC's Workers' Compensation and Disability Administration determines an employee's eligibility for VDI benefits and authorizes all VDI payments to employees on a leave of absence.

Paid Family Leave (PFL)

PFL is part of The Claremont Colleges' VDI plan and, like VDI, pays 55% of an employee's regular (gross) wages, up to the allowable maximum, for up to six weeks if an employee needs to take time off to care for a qualifying family member who becomes ill or wishes to bond with a new child.

Workers' Compensation (WC)

The WC benefit pays 66.7% of the employee's regular (gross) wages, up to the allowable maximum, as income replacement in the event of disability due to a work-related injury or illness, as do all California WC insurance carriers.

After receiving completed WC documents, CUC's Workers' Compensation and Disability Administration reports the injury or illness to The Claremont College's WC insurance carrier. The insurance carrier's claims adjuster then determines an employee's eligibility for WC benefits and authorizes all WC payments to employees out on leave. Benefit payments are issued by the insurance carrier.

Supplementing VDI, PFL and WC Benefits with Paid Leave **

The current policy for supplementing VDI, PFL and WC benefits was effective July 1, 2012, for staff members and January 1, 2013, for faculty members.

These benefits may be supplemented (use of paid leave for staff and compensation for faculty) **up to 90% of an employee's regular gross wages**. This maintains the intent of the supplemental pay policy which provides net compensation through a combination of VDI/PFL/WC benefits plus supplemental pay that is as close to an employee's regular take home earnings as possible. The following illustrates how supplemental pay works:

- VDI/PFL replaces 55% of wages; supplemental sick/vacation leave will be at 35% for a total of 90% gross wages
- WC replaces 66.7% of wages; supplemental sick/vacation leave will be at 23.3% for a total of 90% of gross wages

*** (Note: VDI and WC benefits are not subject to state or federal taxes. PFL benefits are not subject to state taxes. Supplemental pay is eligible for Academic Retirement Plan (ARP) contributions, but VDI, WC and PFL benefits are not.)*