

Short-Term Disability Leave

Frequently Asked Questions for Disability Leave

If you need to take time away from work to recover from your own illness or injury, your Heritage employer provides you with disability benefits to help cover costs while you are out. These FAQs will help you navigate your short-term disability leave of absence. If you are pregnant, please see the Birth Parent FAQs for leave details.

If your injury is work-related, contact your manager and HR Business Partner immediately to start a claim under our workers' compensation policy. If verified as a work-related injury, the injury would not be covered under our short-term disability policy.

If your leave requires you to be away from work for four or more consecutive business days, discuss with our [Leave Administrator](#).

Note: Eligible unpaid time off under the Family and Medical Leave Act (FMLA) will run concurrently with paid time off benefits under the disability benefit policies.

Do I qualify for the short-term disability benefit?

If you are a regular, full-time employee scheduled to work 30+ hours per week, you are eligible for disability benefits beginning on the first of the month following your date of hire.

I live in a state that provides state-funded disability benefits. Where do I find information?

Several states have enacted laws which provide wage replacement to eligible workers who need to take time to care for themselves or their families. If you live in one of these states, you may be eligible for wage replacement benefits while you are on a leave of absence. To see if you live in such a state and to find additional information about your rights and/or state-provided benefits, please see the Leaves of Absence Tab on the [Total Rewards & Benefits Portal](#) or visit your state government website.

Please note that these benefits run concurrently with any other paid time off and may reduce your company-paid disability benefit. Your total benefits received cannot exceed 100% of your regular wages.

When do I need to notify my HR team of my leave of absence?

For planned leaves, notify the Leave Administrator at least 30 days prior or as soon as feasibly possible so they and your manager can plan for your absence.

For unplanned leaves, contact the Leave Administrator as soon as possible. If you're unable to communicate, ask your emergency contact to reach out to your manager or Leave Administrator.



Short-Term Disability Leave

Frequently Asked Questions for Salaried Employees

What is my short-term disability benefit?

Your employer-paid benefit pays you 100% of your current weekly earnings for Day 1 through Week 13 of your approved leave. The benefit is paid through payroll. Your normal taxes and benefits deductions, including 401(k) contributions, apply to your payment. Your payment is direct deposited just like your regular paycheck.

I will be on leave for longer than 13 weeks. How is my STD benefit payment impacted?

If your leave continues after Week 13, your short-term disability benefit pays you 80% of your current weekly earnings for Week 14 through Week 26. The benefit continues to be paid through payroll. Your normal taxes and benefits deductions, including 401(k) contributions, apply to your payment.

What information is required for approval of my short-term disability benefit to be paid?

For your claim to be approved and paid, your Heritage employer requires medical documentation completed by your doctor to reflect your need for and support of your medical disability claim. Once you contact the Leave Administrator to report your need for leave, you will be provided the required documentation to have completed by your physician. You must make sure the physician completes the documentation and return it within 15 days of the start of your leave. A copy of the required form is located within the Leave of Absence tab on the Total Rewards & Benefits Portal.

I'm returning to work as planned. What do I need to do?

Provide the Leave Administrator with your doctor's release allowing you to return to work. If you have any job restrictions or limitations for your return, be sure to share that medical documentation as well (if applicable). Duration of any restrictions, if applicable, should also be included on the release note.

My doctor has postponed my release. What should I do?

If your return-to-work date has changed, notify our Leave Administrator as soon as possible so they and your manager can plan accordingly. In most cases, you will need to provide updated medical documentation from your doctor reflecting your updated return date.

My medical leave will extend past six months. What happens now?

For an extended leave, it is important to begin the long-term disability application process around the fifth month of your short-term disability leave to prevent a lapse in benefit payments. Contact the [Leave Administrator](#) for more information regarding how to begin the process.

Your employer-paid long-term disability benefits are administered by Voya, our disability provider. Voya offers four secure and easy methods to begin your disability claim. You may file a claim with Voya by calling 877-236-7564 or visiting voya.com/claims.



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More information regarding Long Term Disability can be found on the Long-Term Disability Leave FAQ document on the Total Rewards & Benefits Portal.

Will my current benefits elections continue to be active while I'm on leave?

Yes, your benefits are active while you are on a short-term disability leave of absence. Your benefits deductions, including 401(k), will continue to be deducted from your pay. If your leave extends into a long-term disability leave, your benefits are terminated six months from the start date of your leave.

I'm enrolled in the company's health plan. How does my critical illness benefit work?

If you have a condition covered by the Critical Illness Insurance policy, you may receive a lump sum benefit payment of \$5,000. If you enrolled in the voluntary critical illness coverage, you'll receive up to an additional \$10,000 or \$20,000 payment. If approved by Voya, you will receive a check directly from them in the mail within a couple of weeks after approval.

Contact [HR Services](#) to begin the Voya claim process or ask questions about covered illnesses. For additional plan information, please refer to the Critical Illness Plan Document on the Benefits tab of the Total Rewards & Benefits Portal.

I'm enrolled in voluntary accident coverage. Does this apply?

If you have a non-work-related accident that results in initial care, injuries, surgery and/or follow-up care, benefits are paid directly to you even if your health plan covered a part or all of your expenses. If approved by Voya, you will receive a check directly from them in the mail within a couple of weeks after approval. Contact HR Services to begin the Voya claim process or ask questions about covered services. For additional plan information, please refer to the Accident Insurance Plan Document found on the Benefits Tab of the Total Rewards & Benefits Portal.

