



## GROUP SHORT TERM DISABILITY INSURANCE

Group Short Term Disability insurance from Standard Insurance Company helps provide financial protection for insured members by promising to pay a weekly benefit in the event of a covered disability.

The cost of this insurance is paid by Salem Health.

Eligibility	
<b>Definition of a Member</b>	<p>You are a member if you are a regular employee of Salem Health actively working at least 0.5 FTE each week, and a citizen or resident of the United States or Canada.</p> <p>You are not a member if you are a physician covered under another employer sponsored short term disability plan, an executive, a temporary or seasonal employee, a full-time member of the armed forces, a leased employee or an independent contractor.</p>
<b>Eligibility Waiting Period</b>	<p>You are eligible on the first day of the calendar month that follows or coincides with 90 days as a member, but not before September 1, 2023.</p>

Benefits	
<b>Weekly Benefit</b>	<p>60 percent of the first \$3,333 of weekly predisability earnings as of the date of disability, reduced by deductible income (e.g., work earnings, workers' compensation, state disability, etc.)</p>
<b>Maximum Weekly Benefit</b>	<p>\$2,000</p>
<b>Minimum Weekly Benefit</b>	<p>\$25</p>
<b>Benefit Waiting Period</b>	<p>Your weekly benefit becomes payable after you have been continuously disabled for 14 days for disability caused by accidental injury and 14 days for disability caused by physical disease, pregnancy or mental disorder.</p>

## Benefits **Continued**

### Definition of Disability

For the benefit waiting period and while the Short Term Disability benefits are payable, you are considered disabled if you:

- Are unable — as a result of physical disease, injury, pregnancy or mental disorder — to perform with reasonable continuity the material duties of your own occupation; and
- Suffer a loss of at least 20 percent of your predisability earnings when working in your own occupation.

You are not considered disabled merely because your right to perform your own occupation is restricted, including a restriction or loss of license.

You will no longer be considered disabled when your earnings from any occupation meet or exceed 80 percent of your predisability earnings.

Own occupation means the job you are ordinarily performing for your employer when disability begins.

### Maximum Benefit Period

90 days

However, Short Term Disability benefits will end on the date long term disability benefits become payable to you under a group plan provided by Salem Health, even if that occurs before the end of the Maximum Benefit Period.

## Other Features and Services

- Reasonable Accommodation Expense Benefit
- Return to Work Incentive
- Temporary Recovery Provision

This information is only a brief description of the group Short Term Disability insurance policy sponsored by Salem Health. The controlling provisions will be in the group policy issued by The Standard. The group policy contains a detailed description of the limitations, reductions in benefits, exclusions and when The Standard and Salem Health may increase the cost of coverage, amend or cancel the policy. A group certificate of insurance that describes the terms and conditions of the group policy is available for those who become insured according to its terms. For more complete details of coverage, contact your human resources representative.



Standard Insurance Company  
1100 SW Sixth Avenue  
Portland OR 97204

[standard.com](http://standard.com)

SI 20419

762042  
(11/23)