



Unified Insurance Program

Short-Term Disability Summary

Regular full-time, part-time, seasonal, and limited assignment employees:

If you are seriously ill, as defined by the Short Term Disability plan document and certified by your doctor, you are eligible for benefits.

Schedule of Benefits – Short Term Disability	
Benefit Amount	70% of pre-disability straight time earnings, or as calculated under the Washington Paid Family & Medical Leave Act, whichever is greater.
Waiting Period	8 to 40 hours per benefit year, waived if disability is pregnancy related.
Maximum Payment Period	12 weeks (14 weeks if disability is pregnancy related)
Disability Leave Types	Depending on your disability, leave can be taken concurrently, intermittently, or for episodic leaves.

Short-term disability benefit extension:

If you have exhausted your benefits under the Short Term Disability Plan as described above, and your disability leave is concurrent (you are unable to work for at least 40 consecutive hours), you may apply for an extended disability benefit.

Schedule of Benefits – Short Term Disability Benefit Extension	
Benefit Amount	70% of pre-disability straight time earnings.
Waiting Period	40 hour waiting period
Maximum Payment Period	Up to 26 weeks of continuous disability or return to work, whichever is earlier.
Disability Leave Types	Concurrent disability leave.

Temporary and on-call employees, Commissioners:

You may be eligible for a short-term disability benefit if:

- You have worked 820 hours for any Washington employer during the qualifying period¹ and have worked 340 of those hours for the utility; OR
- You were covered under the voluntary plan by your most recent previous employer; AND
- You are seriously ill, as defined by the Short Term Disability plan document and certified by your doctor.

Schedule of Benefits – Short Term Disability

Benefit Amount	As calculated under the Washington Paid Family & Medical Leave Act.
Waiting Period	8 -40 hours per benefit year, waived if disability is pregnancy related.
Maximum Payment Period	12 weeks (14 weeks if disability is pregnancy related)
Disability Leave Types	Depending on your disability, leave can be taken concurrently, intermittently, or for episodic leaves.

This is not a complete explanation of covered services, exclusions, or limitations. Please review your Summary Plan Description for a complete explanation of the short term disability benefit. We have made every attempt to ensure the accuracy of this information. However, if there is any discrepancy between this summary and the Summary Plan Description, the Summary Plan Description and other legal documents will govern.