

VLDP Employer Support Training

Short-Term Disability and Long-Term Disability
Management
March 2018



Happy
Spring

Guest Speaker

- Mike Pote - Managed Disabilities Program Administrator at Virginia Retirement Systems (VRS)



STD, LTD Transition, LTD Working, and SSDI.....

Reminders.....



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Can an employee be terminated before the exhaustion of STD?

What is the maximum timeframe that an employee can be in long-term working (LTW) status?

Can an employee continue to have LTD and then once they have 30 yrs. of service or the years they desire then retire? (In other words can an employee decide when they retire off LTD?)

How do restrictions effect an employee's STD entitlement?

Does RG partner with another company to help employees receive Social Security (SS) disability benefits?

If an employee receives SS disability how does that impact LTD?

- Does LTD benefits continue?
If so for how long can an employee receive LTD?
- Does the employee continue to receive state service if on SS & LTD, if that is possible?

Employees are unaware that they are apart of their STD/LTD through VRS, is there any material sent to the employee regarding their STD/LTD?



Resource Center for VRS Employers

Hybrid Retirement Plan

Virginia Retirement System - Resource Center for VRS Employers > VRS Benefits > Disability > Virginia Local Disability Program (VLDP)

Virginia Local Disability Program (VLDP)



Eligible political subdivision and school division employees in the Hybrid Retirement Plan who become disabled and cannot work have protection through the Virginia Local Disability Program (VLDP). The program includes short-term and long-term disability benefits and a long-term care program. VLDP encourages rehabilitation with the goal of returning employees to gainful employment, when they are medically able.

Political subdivisions and school divisions are covered automatically under VLDP unless they previously opted out. In 2013, all political subdivisions and school divisions had the opportunity to opt out of VLDP and participate in a comparable program by passing an irrevocable resolution. No action was required for employers who chose to participate in VLDP.

Comparable Employer-Paid Disability Program

The employer-paid comparable program must meet or exceed the coverage set out in [Chapter 11.1 of Title 51.1](#) of the Code of Virginia. A comparable program must include short-term and long-term disability coverage. Long-term care coverage may be offered but is not required by law.

If you're unsure whether you participate in VLDP or a comparable program, consult myVRS Navigator or review your archives for past resolutions.

VRS Reporting Requirements

Whether you provide VLDP or a comparable disability program to your Hybrid Retirement Plan members, it's essential to notify VRS when an employee has a long-term disability claim or change in disability status so that other VRS benefits can continue.

Refer to the [VLDP Employer Manual](#) for program details and to the administrative resources on this page for additional guidance.

Resources

Program Information

- [VLDP Short-Term Disability Coverage Highlights](#)
- [VLDP Long-Term Disability Coverage Highlights](#)
- [VLDP Long-Term Care Plan](#)
- [VLDP Handbook](#)

Administrative Resources

- [Employer FAQ](#)
- [Employer Costs](#)
- [Comparable Plan Job Aid](#)
- [VLDP Employer Manual](#)

<http://www.varetirement.org/hybridemployer/vrs-benefits/disability/virginia-local-disability-program.html>

Questions?

Quick Reminders



- **Benefit Fair Request**
Please send Save the Date or Details to vdpsupport@reedgroup.com
- **HR Contact Changes**
Please send to vdpsupport@reedgroup.com
- **Wallet Cards**
Please send request for cards to vdpsupport@reedgroup.com (include: Address and number of cards needed)