

VSDP Employer Support Training

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



Happy
Spring

Guest Speakers

- Mike Pote - Managed Disabilities Program Administrator at Virginia Retirement Systems (VRS)
- Keisha Dabney – VSDP Policy Analyst at The Department of Human Resources Management (DHRM)



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

Disability Credits.....

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?

How long should a facility continue to extend LTD in PMIS, with Reed approvals, before transferring to VRS?

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?)

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?

Can employees use Comp. leave to supplement any periods of short-term disability?

Questions?



Disability Credits

Disability Credits

- Is there a training available for understanding Disability Credits and how they work?
- When an employee knows they will transfer to LTD is it best to supplement with Disability Credits when the STD benefit goes to 60%?
- What happens to Disability Credits once an employee transfers to LTD?
 - Do they supplement LTD payments?
 - Does the employee lose the credits?

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)