

## VSDP Short Term Disability Working Examples

### Example A:

Employee makes \$2500 Semi-Monthly. During the 6/10-24 pay period, the employee has been awarded STD as shown below. They returned to work on 6/16 and used leave on 6/19. The employee was at 80% on 6/25 and used 1.6 hours of leave to supplement.

100% 5/11-6/14; 80% 6/15 – Authorized End Date of Claim is 6/15. The employee's State Begin Date is 3/25/1990.

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### Example B:

Employee makes \$2000 Semi-Monthly. During the 6/10-24 pay period, the employee has been awarded STD as shown below. The employee is on job modifications and is required to work 2 hours per day through 6/13 and 4 hours a day after that. The employee will use leave to supplement through 6/16. After that the employee has no more leave balances. The employee does not show up for work on 6/23 and 6/24.

60% VSDP 5/11-6/30. Authorized End Date of Claim is 6/30. The employee's State Begin Date is 3/25/2014.

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### Example C:

Employee is a less than 12 month contract employee who is paid over 24 months. The employee is paid \$937.50 per pay period, but earns \$1250 per pay period during the "on-contract" months. Process the 10/10-25 pay period for the following VSDP Award:

60% VSDP 9/26/2015-11/16/2015. Employee is not supplementing with leave.

#### Example D:

Employee is STD – W. Job mods require 4 hours per day. Process the 10/10-24 pay period. 10/12 is a holiday. On 10/13 the employee had a Drs appointment. On 10/15 the employee had leave for personal reasons. On 10/19, the employee is on LWOP for an absense and stops supplementing the benefit with leave. The employee is paid \$1250 Semi-monthly. (Note if this was Work Related Injury, Workers comp would not pay for the personal leave taken. Only the Dr’s Appt.)

60% VSDP 5/26-11/16/2015.

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#### Example E:

Employee transferring to LTD during the 11/10-25/2015 pay period. Employee semi-monthly salary is \$1250. There is a holiday on 11/11/2015. Employee has 50 hours of Disability Credits.

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#### Example F:

Employee is on LTD-W and required to work 4 hours per day. Process the 11/25-12/9 period. 11/25, 11/26 and 11/27 are holidays.

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#### Example G:

Employee makes \$1250 Semi-Monthly. This is a work related injury. The weekly indemnity rate is \$338.46. They are not supplementing with leave.

VSDP 60% 5/26/15-11/16/15

### Example H:

Employee makes \$1250 Semi-Monthly. This is a work related injury. The weekly indemnity rate is \$380.91. They are not supplementing with leave.

VSDP 60% 5/26/15-11/16/15

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### Example J:

Employee is working for a 24 hour facility. Employee has job modifications beginning 3/17 and must come in for 4 hours a day. Even though VSDP is awarded on the Monday – Friday schedule, facility must have employee work their required hours on their normal schedule. The FLSA work week is Sunday – Saturday. The employee is normally scheduled off on Sunday and Tuesday. Process the VSDP for 3/10-24 and 3/25-4/9 as follows:

Semi-Monthly Salary \$2402.75

VSDP 1/21-2/24/15 – 100%; 2 /25-3/29/15. Authorized End Date 3/29/15. See next page for FLSA work week breakdown

### Work Week 1:

Sunday – 3/8/15 – Non VSDP

Monday – 3/9/15 – 80% VSDP

Tuesday 3/10/15 – 80%VSDP

Wednesday 3/11/15 – 80% VSDP

Thursday 3/12/15 – 80% VSDP

Friday 3/13/15 – 80% VSDP

Saturday 3/14/15 – Non VSDP

Work Week 2:

Sunday – 3/15/15 – Non VSDP

Monday – 3/16/15 – 80% VSDP

Tuesday 3/17/15 – 4 hours worked; 80% VSDP

Wednesday 3/18/15 – 4 hours worked 80% VSDP

Thursday 3/19/15 – 4 hours worked 80% VSDP

Friday 3/20/15 – 4 hours worked 80% VSDP

Saturday 3/21/15 – 0

Work Week 3:

Sunday – 3/22/15 – 0

Monday – 3/23/15 – 4 hours worked 80% VSDP

Tuesday 3/24/15 – 0 hours worked 80% VSDP

Wednesday 3/25/15 – 4 hours worked 80% VSDP

Thursday 3/26/15 – 4 hours worked 80% VSDP

Friday 3/27/15 – 4 hours worked 80% VSDP

Saturday 3/28/15 – 4 hours worked

Work Week 4:

Sunday – 3/29/15 – 0 VSDP Ends

Monday – 3/30/15 – 8 hours worked

Tuesday 3/31/15 – 0 hours worked 80% VSDP

Wednesday 4/1/15 – 2.2 leave used 5.8 worked

Thursday 4/2/15 – 8 hours worked

Friday 4/3/15 – 8.1 hours worked

Saturday 4/4/15 – 7.9 hours worked

Work Week 5:

Sunday – 4/5/15 – 0 VSDP Ends

Monday – 4/6/15 – 8.3 hours worked

Tuesday 4/7/15 – 0 hours worked

Wednesday 4/8/15 – 8.0 hours worked

Thursday 4/9/15 – 8.0 hours worked

Friday 4/10/15 – 8.0 hours worked

Saturday 4/11/15 – 8.0 hours worked