



Administrative Rule 503: Temporary Disability Benefits

Benefits Plan Reference: Article 8: Temporary Disability Plan

Original Date: 01/2024

Revision Date: 01/2025

Eligibility

- Employers must maintain all Benefits Plan benefits in effect at the time of the member's disability commencement throughout the approved temporary disability period.
- Employees are prohibited from performing any work during an approved temporary disability period.
- Employees are not required to exhaust accrued paid leave before temporary disability benefits are payable.

Compensation

Employers are not obligated to provide full salary continuation beyond the seven-day waiting period.

Employers may, however:

- supplement up to 30% of the employee's pre-disability salary, or
- allow 100% salary replacement by combining temporary disability benefits with accrued paid leave as permitted by their policy

Termination of Employment

Employers are prohibited from terminating employment or altering an employee's salary during an approved temporary disability period.