

INDUSTRIAL DISABILITY LEAVE (IDL)

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| Is there a waiting period before benefits start? | <i>Yes, three days. This is waived if you are hospitalized, disabled as a result of a criminal act of violence or off more than 14 days.</i> |
| How much may I receive? | <p><i>Industrial Disability Leave:</i> <i>Amount varies and is limited to 52 weeks of payments within a two-year period beginning on the first day of disability. Your regular monthly net pay for 1st 22 working days*, 2/3 gross pay thereafter less voluntary deductions for up to an additional 11 months. NONE OF YOUR LEAVE CREDITS ARE USED. *For the first 22 working days on Industrial Disability Leave, if time is lost for any part of a day, it shall be considered as a full date of disability and counted as one date towards the first 22 working days.</i></p> <p><i>Industrial Disability Leave using available leave credits:</i> <i>For the first 22 dates of disability, you will receive your regular monthly net pay. Beginning on the 23rd date, you may supplement the 2/3 gross pay with accrued leave credits in an amount necessary to approximate normal net pay. Once the level of supplementation is chosen, it cannot be increased but may be decreased on a prospective basis at your discretion.</i></p> |
| What leave credits may be used? | <i>Sick leave, CTO-compensating time off, vacation or annual leave, or other leave credits such as personal leave. (Applicable only to IDL using available leave credits.)</i> |
| Instead of Industrial Disability Leave, may I opt to supplement a workers' compensation payment such as temporary disability? | <i>No, this option is no longer available to you as long as you are eligible to receive Industrial Disability Leave. Once IDL is exhausted, you may supplement the workers' compensation payment with available leave credits.</i> |
| Does the state contribution for my health, dental and other insurance premiums continue? | <i>Yes, State contribution continues.</i> |
| Do I continue to earn annual leave, vacation and sick leave credits? | <i>Yes, you continue to receive full credit.</i> |
| Do I continue to earn personal leave credit? | <i>This depends on how much time is lost in any one pay period. If you are off the entire pay period on IDL with or without supplementation, no reduction is made in your pay so no personal leave credit is earned.</i> |
| Do I continue to pay my PERS/STRS contribution and earn full retirement credit? | <i>Yes, you continue to make your full PERS/STRS contribution and you continue to earn full retirement credit.</i> |
| Will my disability payments from other sources affect my IDL benefits? | <i>Your benefits may be reduced if you receive Social Security disability payments. Any benefit that you pay yourself will not be affected.</i> |

FOR MORE INFORMATION REGARDING IDL, PLEASE CONTACT YOUR PERSONNEL REPRESENTATIVE.