

Comparison of Reduced Paid Leave (RPL) and Short-term Disability (STD)

| | Reduced Salary Paid Leave (RPL) <i>Offered by UT MD Anderson</i> | Short-term Disability (STD) <i>Offered by Blue Cross Blue Shield (BCBSTX)</i> |
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| Summary | Salary continuance benefit of the Paid Time Off program. If approved by the HR Leave Center, RPL can be used for: <ul style="list-style-type: none"> • Extended employee illness or injury or • Catastrophic illness or injury of eligible dependents | Disability program offered through the UT System Office of Employee Benefits to benefits eligible employees . |
| Premiums | None | After-tax paycheck deductions based on salary. |
| Election | No election is required. Apply at time of illness or injury. | Within 31 days of hire, a qualifying life event or during annual enrollment . |
| % of Salary | 50% of base pay, no salary cap. Some additional pays (if applicable) also pay at 50%. | 60% of weekly base salary, capped at \$850 per week. |
| Application Process | Call the HR Leave Center at 713-745-3652 to apply. | Call BCBSTX at (866) 628-2606. |
| Elimination Period | Greater of: <ul style="list-style-type: none"> • 7 calendar days or • Exhaustion of Extended Illness Bank (EIB) or sick leave. | 7 calendar days or the exhaustion of EIB, sick leave and/or RPL, whichever is greater. |
| Maximum Payable Period | Up to 90 calendar days based on the medical disability standards for the specific medical condition. | Up to 22 weeks based on the medical disability standards for the specific conditions; maximum of four weeks for pre-existing conditions. |
| Payment | Payment made through MD Anderson payroll and is subject to required deductions. | Payment made through BCBSTX. As premiums are paid on an after-tax basis, taxes are not taken from payment. |
| Insurance Premiums | While on RPL, employees are on a “leave with pay” status. This status enables employees to receive the state premium share for the medical plan. Deductions for optional coverage are deducted from the employee’s pay. | Employees are on a “leave without pay” status once all leave accruals are exhausted. If an employee does not receive pay from MD Anderson during a full calendar month and is not covered by FMLA , the employee will not receive the state premium share for the medical plan. This means, the employee pays both the employer and employee premiums for medical coverage. |
| Accumulation of Leave Accruals and State Service | Employees continue to earn applicable leave accruals, but the hours are suspended. Upon return to work, suspended accruals can be used. Employees move to a “leave without pay” status if they do not receive pay from MD Anderson. If they are in this status for a full calendar month, accruals and state service are not earned for that month. | |
| Institutional Holidays | If an institutional holiday occurs while an employee is receiving RPL, the employee is paid 50% for that holiday (or proportionately less if they work part time). | If an institutional holiday occurs while an employee is receiving STD and is on leave with pay, the employee will be paid 100% for that holiday (or proportionately less if they work part time). If on leave without pay during the holiday, they will not receive the pay for the holiday. |
| Job Protection | Employee is in a job-protected status. | Employee’s job is protected only if they are on FMLA or if they are approved for an accommodation under the American’s with Disabilities Act (ADA). |
| Coordination of Benefits | Employee cannot receive RPL payments while receiving short or long term disability benefits. | Employee cannot receive STD while on RPL. |
| <p>There is not a coordination of benefits between the STD and RPL plans. If an STD case is approved by BCBSTX, EIB (or sick leave) and RPL must be exhausted. See Human Resources/Leave Time Off/ Leave Guide for plan details and definitions.</p> | | |