

## **Virginia Sickness and Disability Program Changes Effective July 1, 2009**

UNUM, the Commonwealth's third-party provider for short/long term benefits has announced changes to the VSDP program effective July 1, 2009.

- (1) Any employee hired or rehired on or after July 1, 2009 must satisfy a one year waiting period before being eligible for VSDP benefits.
- (2) Any employee hired or rehired on or after July 1, 2009 who is eligible for VSDP will receive no more than 60% of his/her creditable compensation for the first 60 months of continuous employment with the state.
- (3) Any employee returning to work on or after July 1, 2009 will have a 45 day recurrent period instead of the 14 days, as it has been.

Other than the new 45 recurrent period, there are no changes in benefits for employees hired on or before June 30, 2009 and currently enrolled in VSDP. There are no changes in benefits currently available to employees participating in the Traditional Sick Leave Program.

A copy of the PowerPoint presentation used in information sessions presented by Human Resources is available on the HR portal under the Training Tab. We will announce when the new VSDP Handbook for Participants is available. Contact Human Resources Personnel Services at 831-5008 if you have any questions.

\* Legislation indicates that the waiting period would only apply to non work related claims.