Notice to Employees Included in Collective Bargaining
Units 1, 2, 3, 4, 7, 8, 9, 10, 11, and 13

TEMPORARY DISABILITY BENEFITS PLAN

The Department of Labor and Industrial Relations has approved the State’s Temporary Disability Benefits Plan for employees included in collective bargaining units 1, 2, 3, 4, 7, 8, 9, 10, 11, and 13.

The Plan is intended to provide temporary disability benefits to employees who are unable to work because of non-work related injury or illness and who do not have sick leave coverage for a total of three weeks or more at the time of disability or at the beginning of the calendar year.

- An employee who has a combined total of used and unused sick leave equaling at least three weeks or 120 hours prior to his/her first day of disability or at the beginning of the calendar year is not entitled to TDI benefits.
- A BU 11 employee who has a combined total of used and unused sick leave equaling at least 192 hours or 8 work shifts prior to his/her first day of disability or at the beginning of the calendar year is not entitled to TDI benefits.

The specific temporary disability benefit provides partial wage replacement up to a maximum duration of 26 weeks per benefit year after:

1. serving a mandatory seven calendar day waiting period starting from the first day of each disability and
2. using all accumulated (unused) sick leave credits before the benefit is allowed.

The amount of the temporary disability benefit is based on:

1. 58% of the employee’s average weekly wages or
2. the “maximum weekly benefit amount” as annually established by the Disability Compensation Division of the State Department of Labor and Industrial Relations, whichever is less.

To be eligible for benefits, an employee during any part of the 52 weeks immediately prior to the first day of the disability must have:

1. worked for any covered employer in the State of Hawaii for at least 14 calendar weeks,
2. received remuneration in any form for twenty or more hours during each of the 14 weeks, and
3. earned at least $400.

(The Plan contains other conditions and requirements which must be met before benefits are allowed.)

If an employee is unable to work because of a non-work related injury or illness and feels that he/she may be eligible for benefits under the Plan, he/she must file a claim within 90 days from the date of disability.

Claim forms are available from your department/college/campus administrative/personnel officer or on the UH Office of Risk Management website ((http://www.hawaii.edu/riskmanagement/tdb/). A copy of the UH Temporary Disability Benefit Plan is available for review on the Office of Risk Management website.

If you have any questions regarding the Plan, please contact your department/college/campus administrative/personnel officer or the UH Office of Risk Management.

Appeal Rights: An employee who disagrees with any decision rendered on his/her claim may file an appeal with the Disability Compensation Division of the State Department of Labor and Industrial Relations within twenty (20) days from the mailing date of the Notice of Denial.