



Lehigh University Human Resources Policy

Policy Number: 118
Effective Date: 9/1/1996
Revisions:
Applicability: All Exempt Staff Members

SALARY CONTINUATION PLAN FOR EXEMPT STAFF POLICY

Purpose:

Policy on salary continuation benefits for exempt staff

Policy:

Eligible staff members are covered by the terms of the plan beginning with the first day of scheduled work, provided that the staff member is actively at work on that day. Benefits under this plan are for short term disabilities of 26 weeks or less. Exempt staff are eligible for up to 26 weeks of full pay should it be necessary to be away from work for that period of time.

Short Term Disability and Salary Continuation benefits do not apply to any disability which occurs while the employee is on a leave of absence or otherwise scheduled to be away from work. If a disability begins while the employee is not scheduled to work, benefits under the Short Term Disability and Salary Continuation Plans will begin on the first day the employee is scheduled to return to work.

If the employee's illness or injury is compensable under Worker's Compensation, Short Term Disability and Salary Continuation benefits may be used to supplement Worker's Compensation benefits.

Benefits under the Salary Continuation Plan are payable only during actual periods of disability and are subject to the restrictions of the Short Term Disability Plan.

Keywords: STD, FML, Exempt Staff