



Policy 4.92 Salary Continuation

Responsible Official: VP for Human Resources
Administering Division/Department: Leave Policies
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Overview

All regular, full-time or part-time faculty or principal employees who become disabled due to an injury or illness will have full university salary, less payments from Worker's Compensation, continued for the duration of the period of disability or for six consecutive months, whichever is shorter.

Policy Details

LONG-TERM DISABILITY INSURANCE

If the employee's health care provider certifies that the employee's disability may not allow him/her to return to work within the six month disability period, or on a partial basis after the six month disability period, the employee must apply for disability income through the long-term disability group policy offered by Emory.

At the time that disability income benefits begin, salary continuation will end. However, if the employee returns to work on a partial basis, university salary will continue on a pro-rated basis with disability income from the long-term disability group policy.

If the employee drawing disability income recovers and is released by his/her health care provider to return to work on a part-time or full-time basis, but subsequently becomes disabled from the same medical condition, the employee must notify the long-term disability carrier in order for consideration of returning disability income payments.

No further continuation of university salary will be made if the employee becomes disabled again from the same medical condition.

FAMILY AND MEDICAL LEAVE (FMLA)

FMLA leave of absence period will run concurrently with the salary continuation period. The employee and department must follow the usual FMLA procedures and submit the appropriate paperwork.

BENEFITS

While university salary continues, all applicable benefits and payroll deductions will continue unless modified or cancelled by the disabled employee.

Related Links

- Current Version of This Policy: <http://policies.emory.edu/4.92>

Revision History

No previous versions of this policy were found.