



Short-Term Disability insurance: *optional for Brandenburg*

Short-term disability insurance is meant to cover you for a short period of time following an illness or injury that keeps you out of work. If you did not elect Short-Term Disability for 2023, and want the coverage for 2024, proof of good health (EOI-Evidence of Insurability) will be required before you may enroll. Contact HR Shared Services by November 11, 2023, to begin the EOI process and be approved by Unum before you're enrolled in the benefit.

Short-Term Disability for Hourly Union Employees

Benefit Period	Weekly Disability Income Benefit ¹
Day 1–Week 2	Your PTO or Sick/Disability Bank if available
Weeks 3–4	66.67% of current weekly earnings ² Company-paid maximum: \$750 per week
Weeks 5–26	66.67% of current weekly earnings ² Paid by Unum maximum: \$750 per week Rounded to the next higher dollar

1. Your payment may be reduced by deductible sources of income and disability earnings.
2. “Weekly earnings” means your gross weekly income from the company, not including overtime or shift differential.

Your Short-Term Disability benefit cost is \$0.95 per \$10.00 of weekly benefit.

Example: If you earn \$40,000 annually, your cost is calculated as follows:

- $\$40,000/52/\$10 \times 66.67\% \times \0.95
- Cost per month: \$48.72

Questions? Contact HR Shared Services at hrss@thgrp.com or **1-800-303-0408**.