

ONEUMMS Benefits: UM Upper Chesapeake

DISABILITY AND PAID TIME OFF (PTO) OVERVIEW

Short Term Disability Comparison*

Benefit Detail	Current	One UMMS
Time to access benefits (STD Waiting Period)	30 days	7 calendar days
% of base rate paid	50%	60%
Maximum weekly paid	\$200	\$2,500
Number of days available	91	180
Option to supplement pay with SSL, Reserved Sick or PTO	No	Yes

Long Term Disability Comparison*

Benefit Detail	Current	One UMMS
Time to access benefits	When short term disability ends	When short term disability ends
% of base rate paid	50%	60%
Maximum monthly paid	\$7,000	\$15,000
Option to supplement pay with SSL, Reserved Sick or PTO	No	No
Eligibility (after 6 months of continuous, active employment)	Benefit-eligible team members who work minimum of 67.5 hours per pay period	Benefit-eligible team members who work minimum of 40 hours per pay period

*does not apply to executives and residents

PTO Comparison

Paid Leave Type - Current	Paid Leave Type - One UMMS
Vacation	PTO (all unused vacation time will carry over)
Holiday	PTO (all unused holiday time will carry over)
Personal	PTO (1/12 of your annual accrual will carry over) <i>For example: a 1.0 FTE eligible team member typically accruing 2 days per year would carry over 1.33 hours into the new PTO program.</i>
Sick (up to 40 hours)	UMMS Sick and Safe Leave
Sick (all other hours)	UMMS Reserved Sick