

Veolia North America provides this valuable benefit at no cost to you.

All active full-time hourly Gum Springs Union employees

Short-Term Disability Plan

Protect your paycheck when you can't work.

Many medical conditions can keep you out of work. Short-term disability insurance helps you meet your financial obligations while you're recovering from an injury, illness, surgery, or childbirth. Veolia North America's short-term disability plan provides partial income replacement if you are unable to work due to a qualifying illness or injury.

AT A GLANCE:

- A cash benefit percentage of your weekly salary as shown below, when you are out of work due to injury, illness, surgery, or recovery from childbirth

Job Grade	Benefit Amount	YOS	Max Duration
1-4	\$422	< 2 Years 2 or more years	26 Weeks 104 Weeks
5-8	\$436	< 2 Years 2 or more years	26 Weeks 104 Weeks
9-12	\$448	< 2 Years 2 or more years	26 Weeks 104 Weeks
13-16	\$465	< 2 Years 2 or more years	26 Weeks 104 Weeks
17-20	\$482	< 2 Years 2 or more years	26 Weeks 104 Weeks
21-24	\$500	< 2 Years 2 or more years	26 Weeks 104 Weeks
25 and above	\$518	< 2 Years 2 or more years	26 Weeks 104 Weeks

- A prompt, responsive claims process

ADDITIONAL DETAILS

Elimination Period: Benefits are payable immediately for disability due to injury or after a period of seven calendar days due to sickness.

For complete benefit descriptions, limitations, and exclusions, refer to the plan document. Please see your Human Resources department or Benefits department for additional information.



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