Help prevent coverage gaps.
Minnesota Paid Family and Medical Leave (MN PFML) and Short-term Disability (STD)

Your Short-term Disability policy offers important benefits that can help prevent financial hardships for your employees when they're experiencing a disabling condition. It can fill in when the Minnesota PFML ends and also may supplement some employees' pay when certain leaves run concurrently.

What you need to know

- The MN PFML program caps payments and can create potential coverage gaps for your employees.
- STD can fill those gaps and provide important income replacement for your employees above and beyond what is provided by MN PFML.
- For certain employers with MN employees, your STD premium rates may actually go down. That's because the MN PFML benefit directly offsets (reduces) the benefit amount your fully insured STD pays out.

Caps

- High-wage earners who hit the estimated state-required maximum weekly PFML benefit cap, which is the state's average weekly wage (SAWW), could receive additional replacement income through The Hartford's STD policy. The SAWW is subject to change annually.

Gaps

If an employee has a disabling medical condition requiring an extended absence, MN PFML benefits may end before Long-term Disability (LTD) payments can begin, leaving the employee without income for several weeks.

For example:

- MN PFML pays up to 12 weeks of Family leave or Medical leave, with a combined total of up to 20 weeks if both are utilized in the same benefit year.*
- If the LTD benefit begins 26 weeks after an eligible employee first becomes disabled, without STD protection to fill that gap, the employee could have no replacement income for 14 weeks.

* The MN PFML benefit duration is based on a shared entitlement for Medical leave and Family leave (which includes bonding, family care, safety leave, and certain military-related leaves). The maximum combined entitlement is 20 weeks of paid leave in a 12-month period when both Family leave and Medical leave are utilized.

- For example, if an employee takes 4 weeks of Family leave, and then later that same year becomes disabled and takes Medical leave, the employee will have 12 weeks of Medical Leave. If the employee's disabling medical condition extends beyond 12 weeks, without STD coverage, there may be weeks in which an employee receives no income.

Examples of Coverage Gaps

Family Leave	Medical Leave	Combined PFML Cap	Income Gap
Up to 12 weeks	Up to 12 weeks	12-20 weeks in a 12-month period	Up to 18 weeks

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Example 1: A new father takes 12 weeks of paid family leave to bond with his child. He returns to work for a while, but then suffers a serious injury during an off-work accident and will need extensive recovery time. Since he's already used up 12 weeks for paid family leave, he only has 8 weeks available for paid medical leave in his benefit year. Without STD insurance, he will have no income replacement once his 8 weeks of paid medical leave are over.

Example 2: An employee with elderly parents takes time off to deal with her mother's serious health condition. She uses up all 12 weeks of paid family leave to care for her mother. Later that year, the employee becomes critically ill but has only 8 weeks of MN PFML remaining. Since she does have STD insurance, she'll have income replacement while disabled and until LTD insurance kicks in.

STD benefit durations are not generally limited based on any prior unrelated leave that may have been taken.

STD protection from The Hartford helps you provide a more comprehensive income replacement benefit package for your employees, while also providing financial protection for longer duration claims.

Additional Key Differences Between MN PFML and STD

Paid Family and Medical Leave (PFML)	Short-term Disability (STD)*
Paid Family and Medical Leave provides coverage for both medical and family leaves	Covers employee's own disabling condition (i.e., illness or injury) and does not provide coverage for family needs
Serious Health Condition Definition	Test of Disability Own Occupation or Own Job
Intermittent leave available	Covers continuous, uninterrupted absences only
Replenishes full benefit on a 12-month period	Full benefit is available on a per claim basis if the conditions are unrelated or outside the successive period for related conditions
90% of the employee's average weekly wage, up to 50% of the state's average weekly wage (SAWW); plus 66% of their wages exceeding 50% of the SAWW, but not 100% of the SAWW; plus 55% of their wages exceeding 100% of SAWW The weekly maximum benefit is equal to the SAWW at the time of claim	Flat percentage for covered employees regardless of earnings
Not coordinated with LTD insurance, creating what could be a sizeable income gap without wage replacement	Serves as a waiting period for LTD insurance, transitioning the employee from STD to LTD without an interruption in benefits

* These references to STD benefits reflect general statements only. The applicable STD policy may contain variable provisions and will control the actual benefits available.

To learn more, visit **TheHartford.com/paid-family-medical-leave/mn** or call your representative at The Hartford.

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