

## 1 VIRGINIA ACTS OF ASSEMBLY — CHAPTER

2 *An Act to amend and reenact § 51.1-1112 of the Code of Virginia, relating to long-term disability*  
3 *benefits for state employees.*

4  
5 Approved

[H 699]

6 **Be it enacted by the General Assembly of Virginia:**

7 **1. That § 51.1-1112 of the Code of Virginia is amended and reenacted as follows:**

8 § 51.1-1112. Long-term disability benefit.

9 A. Long-term disability benefits for participating employees shall commence upon the expiration of a  
10 180-calendar-day waiting period. The waiting period shall commence the first day of the disability. If an  
11 employee returns to work for 14 or fewer consecutive calendar days during such 180-calendar-day  
12 waiting period and cannot continue to work, the periods worked shall not be deemed to have interrupted  
13 the 180-calendar-day waiting period. However, if the cause of the participating employee's disability is a  
14 major chronic condition, as defined by the Board or its designee, the 180-calendar-day waiting period is  
15 cumulative from the first day of the disability and can be interrupted by periods of active employment.

16 B. Except as provided in subsection D and § 51.1-1131, long-term disability benefits shall provide  
17 income replacement in an amount equal to 60 percent of a participating employee's creditable  
18 compensation.

19 C. Creditable compensation during periods an employee receives long-term disability benefits shall (i)  
20 not include salary increases awarded during the period covered by long-term disability benefits and (ii)  
21 be increased annually by an amount recommended by the actuary of the Virginia Sickness and Disability  
22 Program and approved by the Board.

23 D. An employee's disability credits shall be used, on a day for day basis, to extend the period an  
24 employee receives long-term disability benefits paid at 100 percent of replacement of creditable  
25 compensation.

26 E. Long-term disability benefits shall be payable only during periods of (i) total disability or (ii)  
27 partial disability.

28 F. *Unless otherwise directed*, to be eligible for benefits under this section, the employee must apply  
29 for Social Security disability benefits.

ENROLLED

HB699ER