



UNIVERSITY OF
NEW ENGLAND

INNOVATION FOR A HEALTHIER PLANET

There are a wide variety of scenarios under which an individual may be quarantined, ranging from a voluntary self-quarantine without a COVID-19 diagnosis to a mandated quarantine with a diagnosis. If an individual is quarantined as directed by a licensed health care professional or government agency, we will assess a claim for benefits as follows:

- If the individual has been diagnosed with COVID-19 and is unable to work from home, they will remain insured and eligible under the group STD policy.
- If the individual has not been diagnosed and is unable to work from home, they will retain coverage and eligibility under the STD policy should they eventually become disabled.

It is important to remember that under most STD policies a covered individual must be unable to work, either at their place of employment or from home, and must experience a loss of income to be eligible for STD benefits in all cases.

In order to qualify for FMLA, an employee must have worked for UNE for at least 12 months and have at least 1,250 hours of service in the 12 months before taking leave. If you have a qualifying serious health condition that makes you unable to perform your job duties, or if you are required to care for your spouse, dependent, or parent who has a qualifying serious health condition, you might be eligible for leave under FMLA.

Each situation and request will still need to be addressed on a case by case basis. If you would you like to check on your eligibility and how it relates to your specific circumstances, please contact Cat Martins in Human Resources.