3.5.3 Family Temporary Disability

Formerly Known As Policy Number:

3.5.C

Family Temporary Disability (FTD) insurance is available to all faculty members who participate in the Stanford Voluntary Disability Insurance (VDI) Plan or the California State Disability Insurance (SDI) Plan. It provides partial wage replacement during an approved Family and Medical Leave to care for a seriously ill family member or bonding with a new child. The relationship between FTD and FML is that FML provides eligible employees up to 12 work weeks of unpaid job protected leave in a 12-month period for their own serious health condition, to care for a family member with a serious health condition, or because of the birth or placement of a child with the employee for adoption or foster care. FTD does not change or extend FML in any way and is completely separate from it. FTD merely provides up to six weeks of paid insurance benefits to employees who suffer a wage loss when they take time off work to care for a family member covered by the FTD regulations. If a faculty member is eligible for FML, they are required to take FML at the same time they are receiving FTD. The University will pay the faculty member the difference between their FTD benefit and their full academic base salary while they are on FTD.

Please note for paternity bonding leaves under FML and CFRA concurrently for a total of 12 weeks; however, for maternity bonding leaves PDL and FML run concurrently and the female faculty member is then eligible to receive an additional 12 weeks of bonding leave under CFRA. CFRA runs concurrently with FTD. Additional information is available at [http://cardinalatwork.stanford.edu](http://cardinalatwork.stanford.edu) [1].


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