

2023 Parental Leave FAQs

We've evolved our parental leave offering for all parents, no matter how your family is growing. The changes offer more short-term disability/parental leave pay (while using less paid time off) and support our ongoing commitment to foster an inclusive workplace where everyone feels empowered, accepted and respected. For those enrolled in short-term disability coverage, these updates go into effect for leaves that begin **on or after Jan. 1, 2023**.

Check out our list of frequently asked questions below. You can scroll through, click on a topic from the table of contents below, or search the entire document. If you still have questions about parental leave after reviewing the website and these FAQs, please contact the Absence Center at [844.511.5762](tel:844.511.5762).

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GENERAL QUESTIONS

Q. What is parental leave?

Parental Leave offers paid time off to employees enrolled in short-term disability who welcome a new child. Depending on the situation, a leave may be administered under two types of coverage:

- **Short-term disability for birthing parents** is paid at 60% or 70%* (depending on plan selection) for childbirth recovery, ensuring disability pay for all medical conditions is treated equally.
- **Parental leave for all parents**** is paid at 100% for three weeks, with flexibility to take leave at any time within the first 12 months of a child's birth or adoption. Parental leave is also available to those who welcome a child through surrogacy.

* Short-term disability (STD) coverage will pay a portion of your salary while you're recovering from childbirth. For 2023, you'll have the option to enroll in the standard 60% STD plan or increase your coverage to 70%. The remaining pay will be supplemented with your available PTO to bring you to a potential 100% pay.

** See eligibility section for more details.

Q. Do I need to take parental leave right away?

No, parental leave can be taken at any time within the first 12 months of the child's birth or adoption.

Q. Am I able to take additional time off beyond what is provided through parental leave?

You may be eligible for additional time off through Family Medical Leave (FMLA) to bond with your child. Available PTO, if any, will be applied to additional bonding time.



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Q. If I am not eligible for FMLA, am I still eligible for parental leave?

Yes, you may still be eligible for paid parental leave even though you are not eligible for FMLA.

Q. If I am not enrolled in short-term disability, am I eligible for parental leave?

You must be enrolled in short-term disability to receive paid parental leave benefits.

Q. If I give birth prior to January 1, 2023, am I eligible for the updated parental leave program?

The updated parental leave benefit is only available to employees who are enrolled in STD, and have a birth, adoption or surrogacy event on or after January 1, 2023.

Q. Can parental leave be taken intermittently?

No, parental leave must be taken continuously.

ELIGIBILITY QUESTIONS

Q. Who is eligible for parental leave?

The following employees are eligible for parental leave if they have welcomed a new child within the last 12 months:

- **Birthing parents** – Employees who have given birth to a child
- **Non-birthing parents** – Employees who are the spouse or partner of someone who has given birth or the new parent of an adopted child*

To be eligible, employees must also be enrolled in short-term disability.

* The adoption of a new spouse's child is excluded from this policy.

Q. Is there a pre-existing condition provision for parental leave?

A pre-existing condition does apply to short-term disability for medical conditions if you enroll outside your initial eligibility period. For birthing parents, if you enroll in short-term disability outside of your initial enrollment period (e.g. during annual enrollment), you're subject to the pre-existing condition provision, which states that if you've been diagnosed, treated or received medical advice for a condition (including pregnancy) within three months of your effective date on the plan, that condition will be excluded for a period of 12 months. If you're pregnant at the time you enroll, your delivery and recovery will be excluded from the STD benefits for that coverage year. If you enroll during your initial enrollment period, you're not subject to the provision.

A pre-existing condition does not apply to non-birthing parents.

Q. If both my spouse and I work at BSW, are we both eligible for parental leave?

Yes, if both you and your spouse work for BSW, you both may be eligible for parental leave.

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Note: Eligible spouses who both work for BSW are limited to a combined total of 12 workweeks of FMLA in a 12-month period to bond with their new child through birth or placement for adoption or foster care.

Q. Can one parent use parental leave immediately following the birth or placement of a child and the other parent use parental leave after?

Yes, eligible employees can take parental leave anytime within the first 12 months of the child's birth or adoption.

BIRTHING PARENTS

Q. Am I required to supplement my short-term disability for childbirth recovery with paid time off (PTO, vacation, etc.)?

Yes, short-term disability will pay a portion of your salary while you are recovering from childbirth (60% or 70%, depending on plan selection). The remaining pay will be supplemented with your available paid time off to bring you to a potential of 100% pay.

Q. Will I receive less short-term disability benefits with the updated parental leave?

No, birthing parents may receive up to 40 or 60* additional hours of short-term disability while using less paid time off. View the [Comparison Chart](#) for additional details.

* 60% vs. 70% coverage.

NON-BIRTHING PARENTS

Q. If I welcome a child through surrogacy, am I eligible for parental leave?

Yes, employees welcoming a new child through surrogacy may be eligible for parental leave.

Q. Will I receive less short-term disability benefits with the updated parental leave?

No, non-birthing parents may receive up to 80 additional hours of short-term disability while using less paid time off. Note: Parental leave for adoptive parents will receive an equal amount of short-term disability with the updated program but will be required to use less paid time off. View the [Comparison Chart](#) for additional details.

REQUESTING PARENTAL LEAVE

Q. How do I request parental leave?

Leave requests should be submitted to the Absence Center by calling **844.511.5762** or accessing the BSWH Absence Center portal. There are two ways to access the portal:

- Visit [PeoplePlace.com](https://www.peopleplace.com) and click on the Absence Center tile, or
- Log on directly at mySedgwick.com/BSWH