

BIRTH PARENT LEAVE

Frequently Asked Questions for Hourly Employees

When you are growing your family, your Heritage employer provides you with 12 weeks of company-paid time off. This includes 8 weeks to recover from childbirth (short-term disability leave) and 4 weeks to bond with your newborn.

Do I qualify for the birth parent benefit?

If you are a regular, full-time, hourly (non-exempt) employee scheduled to work 30+ hours per week, you are eligible for the birth parent benefit the first of the month following your date of hire.

A total of four weeks in any 52-week rolling period can be taken for either Bonding (newborn, adoption, or foster) or Family Leave or some combination of the two leave types.

Note: Union employees please contact your HR team or reference your collective bargaining agreement regarding eligibility.

When am I eligible to take this leave?

If approved, you must take 8 weeks of short-term disability leave (recovery) immediately upon the birth of your child. You have the option of delaying the four weeks of bonding time but must use it within the 12-month period following the date of birth.

Note: Eligible unpaid time off under the Family and Medical Leave Act (FMLA) will run concurrently with paid time-off benefits under this benefit policy.

When do I need to notify my HR team of my birth parent leave of absence?

Please notify your HR team when you are comfortable sharing the good news, but no later than 30 days prior to your delivery date, so they and your manager can plan for your absence.

What information do I need to provide regarding my birth parent leave of absence?

Your HR team will review required documentation with you:

- Complete the [Parental & Family Leave Request Form](#) available in the *Forms* section under *Benefits* on the *Total Rewards & Benefits Portal*.
- If eligible, you will complete the *FMLA (Family Medical Leave Act) Medical Certification*.
- If you're not eligible for FMLA, complete the [Parental & Family Leave Certification Form](#) also found in the *Forms* section.
- Your doctor may also provide you with additional documentation to share regarding your pregnancy.

What is my birth parent benefit?

Your Heritage employer provides you with a paid 12-week leave of absence – 8 weeks for delivery/recovery and 4 weeks for additional bonding time with your newborn. Your benefit is based on your base pay rate and is a combination of employer pay through payroll and Unum short-term disability coverage.

Your benefit is paid as follows:

	Payroll	Unum
Week 1	100%	0%
Weeks 2 – 6	30%	70%
Weeks 7 – 12	100%	0%



- **Payroll**

Depending on the week, you will receive 100% or 30% of your current weekly base earnings (excluding overtime and shift differential) through payroll. Your normal taxes and benefits deductions, including 401(k) contributions, will be withheld from your payment. You will receive your payment using the same method as your regular paycheck.

- **Unum**

For weeks 2 – 6, you will receive 70% of your current weekly base earnings (maximum of \$1,500 per week; weekly earnings exclude overtime and shift differential) from Unum. This benefit is tax-free.

What if my doctor places me on leave of absence prior to the birth due to medical reasons?

Provide your HR team with the updated medical documentation from your doctor as soon as possible. Prior to delivery, your absence would be considered a paid medical leave (short-term disability). Once you deliver, your leave type will transition to a maternity/birth parent leave. At that point, you will be entitled to this 12-week company-paid benefit.

I am returning to work as planned. What do I need to do?

Provide your HR team with your doctor's release allowing you to return. If you have any job restrictions, be sure to include that documentation as well (if applicable, provided by your doctor).

My doctor has postponed my release. What should I do?

If your return-to-work date has changed, notify your HR team as soon as possible so they and your manager can plan accordingly. You will need to provide documentation from your doctor reflecting your updated return date.

Will my current benefit elections remain active while I'm on leave?

Yes, your benefits are active while you are on a birth parent leave of absence. Your benefits deductions, including 401(k), will continue to be deducted from your pay.

I would like to add my newborn to my health plan. What do I do?

The birth of your child is a qualifying life event which allows you to make changes to your current benefit elections during the calendar year (outside of the Open Enrollment period). **You have 31 days from the date of birth** to contact HR Shared Services (800-303-0408 or HRSS@thgrp.com) to update your benefits. You will need to provide a confirmation of birth from the hospital (standard documentation). When it becomes available, you will also need to provide the Social Security Number for your newborn.

