



**PREMIER**

TALENT PARTNERS

# Maternity Leave Guidelines – Non-CA Employees *Effective January 1, 2022*

*Congratulations on your soon to be new family member! Pregnancy disability leave is the most common type of leave and specific benefits do apply, that's why we've developed the following guide to help set your expectations as to what will happen during a "typical" maternity leave process and the timing involved. Your leave of absence will be unique to you, but this guide will provide information that applies to most maternity leaves of absence.*

## When Your Leave Begins

Your leave will begin when it has been approved by HR or when your physician certifies that you are unable to work due to your pregnancy. Please report your need for a leave a minimum of 30 days before your expected Due Date. It is common to begin pregnancy leave up to 1 week prior to delivery; however, some employees do work until the actual due date.

## Specifics for Pregnancy Leave

You will normally be considered disabled by your physician for 6 weeks after the birth of your baby, regardless of the time you were out prior to delivery (if at all), and in some cases longer with certification from a doctor. While you're disabled, you will receive benefits from Anthem (depending on your weekly earnings).

## Healthcare Benefits While On Leave

Your benefits will remain unchanged for up to 4 months and the normal employee portion of the benefits cost will apply. If your total leave time is more than 4 months, your benefits will be terminated and you will be offered COBRA. If you are currently enrolled in Premier benefits, you will be required to pre-pay your premium contribution for the time of your leave prior to last day worked.

If you want to add your new child to Premier Talent Partners benefits (medical / dental / vision / life) or make other changes to your benefits, please log-in to **UKG** within **30 days of your baby's birth**

Don't forget to take advantage of your Anthem Employer Assistance Program (EAP) benefits.

Call Anthem EAP: **855-223-9277** or **AnthemEAP.com**



## How You're Paid While On a Maternity Leave

### CALENDAR DAYS 1-7

You have the right to access the Premier Flexible Time Off plan (if eligible) or go without income.

### STARTING DAY 8

- You will begin receiving disability income up to 60% of your weekly earnings with a maximum benefit of \$2,500 per week from Anthem.
- Additionally, Premier Talent Partners will supplement any state or private insurance programs for which you qualify to keep you at full salary for up to 4 weeks beginning on the first day of your Bonding Leave.

### EXAMPLE OF PAYMENT WHILE ON PREGNANCY LEAVE:

Time Period (Calendar Weeks)		Compensation
<b>Baby is born and is covered under mother's medical plan for 30 days. You have 30 days to add your baby to your benefit plan. To add your baby to your medical plan, reach out to <a href="mailto:benefits@premiertalentpartners.com">benefits@premiertalentpartners.com</a></b>		
Week 1 (Calendar Days 1-7)	Disability Waiting Period Starts	You have the right to access the Premier Flexible Time Off plan (if eligible) or go without income.
Weeks 2-6 (Starting Day 8)	Maternity Leave / Disability Leave	Disability Benefits: 60% weekly earnings from Anthem STD.
Weeks 7-10	Baby Bonding Leave	Refer to Baby Bonding Leave Flyer. 100% from Premier Talent Partners.

**FMLA: Family and Medical Leave Act** is a federal law that provides job protection for up to 12 weeks. This Federal law is also only job protection, and not income replacement. Premier is in compliance with FMLA. For more information on FMLA, please visit <https://www.dol.gov/general/topic/benefits-leave/fmla>