

## Requesting a leave of absence

1. Call your Employer to report your absence.
2. Call Sedgwick at **888.436.9530** or visit [timeoff.sedgwick.com](http://timeoff.sedgwick.com) to initiate a request for leave.
3. Provide information requested by Sedgwick as soon as possible.

## Processing your claim

Once you request a claim, you'll receive a packet of information to be completed and returned to Sedgwick by the due date specified. A Sedgwick claim representative will evaluate your request once all documentation has been received.

Your claim representative will maintain contact with you throughout the process and can answer any questions you may have about your leave of absence.

Your claim representative will also follow up with your Human Resources department to ensure timely and accurate processing of your claim. You should continue to follow your Employer's attendance policy throughout your leave of absence.

LEAVE OF ABSENCE PROGRAM



# Employee guide

# Your FMLA Benefits

The Family and Medical Leave Act (FMLA) provides job protection when eligible employees need to take up to 12 work weeks of leave in a 12-month period for a FMLA-covered reason.

## Q: Am I eligible for FMLA leave?

- A: You're eligible if you meet the following requirements:
- You've worked at least 12 months for your employer
  - You've worked at least 1,250 hours in the 12 months immediately preceding the requested leave
  - You work at a site that has at least 50 employees within 75 miles

## Q: What circumstances does the FMLA cover?

- A: The following leave reasons are covered:
- Your own serious health condition prevents you from being able to perform your job
  - You need time off to care for your spouse, child or parent with a serious health condition
  - Your child is born or placed with you for adoption or foster care
  - You need time off for a qualifying exigency, when your spouse, child or parent is on active duty in the Armed Forces
  - You need to care for a covered servicemember who is your spouse, child, parent or next of kin (up to 26 weeks of leave may be taken for this purpose)

## Q: How much notice should I give my employer and Sedgwick?

- A: It depends on the circumstance:
- If your need for FMLA leave is foreseeable (like for a pregnancy or scheduled surgery), then notify your employer and Sedgwick at least 30 days ahead of time.
  - If your need for FMLA leave is unforeseeable, then notify your employer and Sedgwick as soon as possible once you become aware of the need for leave.

## Q: What information is needed to support my FMLA claim?

- A: The most-common documentation required is a medical certification completed by a healthcare provider. Sedgwick will notify you of all necessary documentation and paperwork due dates.

## Q: What if I'm not sure whether FMLA would apply to my need for time off?

- A: You'll want to contact Sedgwick to request FMLA leave if one of the following situations applies to you:
- You've been absent three or more consecutive days for medical reasons, and/or to care for a family member who is sick
  - You have multiple absences due to the same health condition, and/or to care for a family member due to the same health condition
  - You have multiple doctor visits and/or appointments for treatment
  - You've added a child to your family
  - You have absences related to a spouse's, son's or daughter's deployment to active duty

# Your Disability Benefits

Short-term disability insurance is designed to pay you a weekly benefit in the event you can't work because of a covered, non-occupational illness or injury. This benefit replaces a portion of your income, which helps you meet financial commitments in a time of need.

## Q: Am I eligible for disability benefits?

- A: To be eligible, you must meet the requirements included in the member definition of your employer's short-term disability plan. Please refer to your employer's plan.

## Q: When am I considered disabled?

- A: You're considered disabled if the following occurs as a result of physical disease, injury, pregnancy or behavioral health disorder:
- You're unable to perform the duties of your job
  - You suffer a loss of at least 15-20 percent of your pre-disability job earnings

## Q: When do disability benefits become payable?

- A: If you become disabled and your claim for short-term disability benefits is approved, benefits become payable after you have been continuously disabled for the entire benefit waiting period and remain disabled

## Q: How will I get paid?

- A: Your short-term disability benefit will be paid by your employer.

Consider this example of how to calculate the benefit amount:

Pre-disability earnings	\$1,000
Employer disability benefit percentage	x50%
State disability plan offers 50% of average weekly wage up to \$170/week	-\$170
<b>Benefit amount from employer</b>	<b>\$330</b>