



Paid Parental Leave Enhancement FAQs

Q: How is Paid Parental Leave changing?

A: Welcoming a new child into your life is an exciting and busy time. Paycor previously provided all parents two weeks of Paid Parental Leave so Associates can bond with their new addition.

To continue Taking Care of Each Other, Paycor will be enhancing the Paid Parental Leave program effective October 27, 2022. Birth parents and non-birth parents will now be eligible for 4 weeks of leave at 100% of pay.

Q: Who is eligible for the enhanced Paid Parental Leave benefit?

A: This benefit is available to both birth parents and non-birth parents.

Q: Will Associates get more time away from work?

A: No. While the amount of pay related to the Paid Parental Leave program is being enhanced, the maximum duration of leave remains the same. Associates are and continue to be eligible for up to 12 weeks of leave following the birth of a child or the placement of a child for foster care or adoption.

Q: Will Associates still receive short-term disability benefits?

A: Paycor's new Paid Parental Leave benefit pays 100% and exceeds the 60% benefit previously provided through short-term disability. If a medical condition arises in weeks 11-12 or following your leave, you will be eligible for short-term disability.

Q: Does Paid Parental Leave have to be taken consecutively for non-birth parents?

A: Paid Parental Leave can be taken in 2 week increments for non-birth parents. The Paid Parental Leave must be taken within 6 months of the birth of the child.

Q: Who should Associate's contact with questions and instructions for applying for leave?

A: Associates can contact LeaveAdmin@paycor.com with questions related to Parental Leave and instructions for applying.

Q: Do I still need to start a claim with the Hartford?

A: Yes. Associates are still required to open a claim with the Hartford. Leave Administration will provide Associates with instructions on how to open a claim either online or over the phone.



Q: What will Associate's pay look like?

A: The below charts outline what pay will look like for birth and non-birth parents.

Birth Parent:

Time Period	Earning Type	Notes
Week 1	Elimination Period PTO pay at 100%	Per policy, you are required to exhaust 40 hours of PTO before receiving the Paid Parental Leave Benefit.
Weeks 2 –6	Short-Term Disability	You will receive 5 weeks of short-term disability at 100% of your base pay. *If you have a cesarean delivery, you will receive 5 weeks of short-term disability at 100% followed by 2 weeks of short-term disability at 60%
7-10	Paid Parental Leave	
Weeks 11 – 12	PTO Pay at 100% until exhausted, then unpaid	You may use all your PTO or : - Save up to 5 days if returning <i>before</i> July 1 or - Save up to 3 days if returning <i>after</i> July 1

Non-Birth Parent

Time Period	Earning Type	Notes
Weeks 1-4	Paid Parental Leave at 100%	