

Simplifying your access to great care

New Parent Resource Guide



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Real change lives here

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Through Piedmont, eligible employees and family members have access to benefits and resources to help you navigate pregnancy and new parenthood, including:

- **Medical coverage** and related resources through your MyHealth360 plan
- Maternity **leave of absence** coverage allowing you time away from work
- Supplemental **pay programs** such as short-term disability (STD) coverage and the Maternity Top Up plan
- **Additional benefits** including adoption assistance and lactation support

If you have any questions, please call Piedmont's **HR Service Center at 678-503-1900**, Monday – Friday, 8:30 a.m. to 5 p.m. For additional information about these and other rewards, HR policies, provider contact information and much more, navigate to [Benefits](#) on the intranet or visit mypiedmontbenefits.com.

Medical Benefits & Resources

MyHealth360 Maternity Care

Employees and covered family members enrolled in the MyHealth360 medical plans have access to maternity care through your coverage, and can expect to have a copay for maternity care when using a Tier 1 provider on either medical plan. The copay will cover all OB-GYN pre-delivery office visits, as well as hospitalization professional and facility charges for delivery through the standard inpatient discharge period. The newborn's routine in-patient medical services are also covered under the copay, if the mother and baby are released from the hospital simultaneously.

MyHealth360 medical plan participants enjoy 100% coverage* for breast pumps and supplies (hospital grade breast pumps require pre-authorization) and up to three visits per calendar year with a lactation consultant.

**Must be considered an in-network provider.*

Reminder: Add Child to Your Health Insurance

Within 31 days after the birth or adoption of your child, you must call Piedmont's **HR Service Center** to add him/her as a dependent under the MyHealth360 medical plan. If you fail to do so during this window, you will be unable to modify your coverage until the upcoming benefits open enrollment for the next plan year, unless you experience another qualifying life event.

If you are not enrolled in Piedmont's medical plan and you wish to cover your child under your spouse/partner's medical plan, in accordance with IRS rules, you will have a similar window to add the child to that plan.

[Learn more about qualifying life events >](#)



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Healthy Pregnancy Healthy Baby Program

If you're enrolled in a MyHealth360 medical plan and you're pregnant, you are encouraged to participate in the Healthy Pregnancy Healthy Baby Program, which will earn you up to 2,000 points in the Castlight mobile app to apply towards rewards and sweepstakes. Enroll today by calling the number listed on your Cigna insurance card.



Voluntary Hospital Indemnity Insurance

Piedmont team members have the option to purchase hospital indemnity insurance, which pays \$1,250 plus \$187.50 per day of an inpatient hospitalization at a Piedmont facility for yourself and covered family members. When outside of Piedmont facilities, hospital indemnity pays \$1,000 plus \$150 per day of an inpatient hospitalization.

You can enroll in this benefit any time of the year or learn more by calling a Piedmont benefits counselor at **678-503-1900**.

Maternity-related Leave of Absence

Full-time, part-time, and PRN employees may be eligible for maternity-related leave under Piedmont's Leaves of Absence Policy:

- **FMLA.** Team members are eligible for job-protected, unpaid leave under the Family and Medical Leave Act ("FMLA") once they have worked for Piedmont for at least 1,250 hours during the 12-month period immediately preceding the date of delivery.
- **Maternity disability leave.** Job-protected, unpaid maternity disability leave is available for team members who need leave for pregnancy or childbirth and are not eligible for FMLA leave for maternity. The duration of maternity disability leave depends on the type of delivery: six weeks for vaginal delivery and eight weeks for C-section.

Go to the Employee Self-Service (ESS) [AbsenceTracker](#) on the Empowered intranet to initiate your maternity-related leave. Once you request leave related to pregnancy and/or maternity care, your leave will automatically be processed as either FMLA or maternity disability leave based on your eligibility – there is no additional action you need to take.



Maternity-related Pay Programs

Maternity Disability Pay

For maternity, Piedmont provides income replacement for the medically certified disability period as follows:

- **Two-week elimination (waiting) period.**
This time will be unpaid unless you elect to use PTO, if available. Be sure to tell your manager/timekeeper if you want to use PTO during this time.
- **After two-week elimination period.** If eligible, short-term disability (STD) benefits will be paid at 60% of your pay for the remainder of the medically certified leave, up to 180 days maximum. STD payments for a maternity claim without complications generally will be made for four weeks for a vaginal delivery or six weeks for C-section. You have the option to use available PTO after the certified disability period ends and up to the FMLA maximum entitlement for baby bonding. Under FMLA, employees with at least one year of service with 1,250 hours worked may take up to 12 weeks of job-protected leave for the birth, bonding and care of your newborn child.

"Medically certified" leave/disability period refers to the recovery period after birth: six weeks for vaginal delivery and eight weeks for C-section.

Note: Some Piedmont team members have access to PTO hours through an **Extended Illness Bank** ("EIB") based on prior service. If EIB hours are available, that time is generally used in lieu of STD benefits for maternity-related leave.

Go to the Employee Self-Service (ESS) [AbsenceTracker](#) on the Empowered intranet to initiate your maternity-related leave, including pay programs. Once your absence request is submitted, a leave specialist will help coordinate

leave benefits that are available to you. For any login/technical issues you are having with ESS, please email support@absencesoft.com or call 866-211-5152 and select Option/Extension 2.

Maternity Top-Up Benefit

This market-leading benefit coordinates with new mothers' STD benefits to pay 100% of your income for the medically certified disability period after the birth of a child. You'll receive 60% of your pay through the STD-certified benefit period while you're out on leave and the remaining 40% Maternity Top Up benefit is paid as a lump sum once you have returned to work for two pay periods.

You must complete the [Maternity Top Up application](#) when you return to work to receive this benefit.

Additionally, you must remain in your position, an equivalent position, or a position in which you work more hours, for a minimum of six months after returning to work.

Disability Salary Continuance Plan

For physicians and executives who do not receive Piedmont's basic STD benefits, the Disability Salary Continuance (DSC) Plan replaces 100% of your base pay for up to six months of a disability. For maternity leave, the initial six weeks for a vaginal delivery or eight weeks for a caesarian delivery is paid at 100% of your base pay. Any approved leave for baby bonding is not covered under Piedmont's Short-Term Disability Policy can be supplemented with the use of PTO or may go unpaid.

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Additional Resources

Lactation Support

Upon your return to work, private and comfortable lactation suites are available at locations across the Piedmont system.

[Find a lactation suite and support contact at your location >](#)

Adoption Assistance

After a year of service with 1,000 hours worked, full- and part-time employees are eligible for Piedmont's Adoption Assistance benefit, which helps employees and their families with certain legal fees, travel expenses and other expenses related to the adoption process. You can receive up to \$5,000 per adopted child, with a lifetime maximum of \$10,000. To explore Adoption Assistance, call Piedmont's HR Service at 678-503-1900

Flexible Spending Accounts

Flexible Spending Accounts (FSAs) give you the option to use pre-tax dollars to pay for eligible expenses.

- Use the **Health Care FSA** to pay for certain medical, dental, vision and prescription drugs costs for you and your eligible dependents.
- Use the **Dependent Day Care FSA** to pay to day care for your dependent children and for elder care.

You can participate in both types of FSAs, but you cannot use funds in one to pay for expenses in the other.

[Learn more >](#)

