PREGNANCY UNDER SHORT TERM DISABILITY (STD) FAQs

1. **For what period of time will I be entitled to receive disability benefits related to my pregnancy?**

   The standard benefit for pregnancy is 9 weeks from the delivery date, providing 8 weeks of disability payments after a one week waiting period. If you experience complications after delivery, your disability time may be extended contingent upon the medical information provided by your physician.

2. **What if I have complications with my pregnancy and need to be out of work earlier than expected?**

   You will need to call the leave administrator to request your leave early.

   You should also initiate a claim for disability with MetLife. They will notify your physician and request medical information to evaluate your disability. Once the medical information is received and evaluated, MetLife will make a claim decision.

3. **When should I file my disability claim?**

   Typically, you should file your STD claim with MetLife on the last day worked.

4. **How do I file my disability claim?**

   You will contact the U.S. Benefits Team for a STD claim packet.

   You will submit your claim forms and medical documentation directly to MetLife at which time you will be assigned a claim specialist to work with you.

5. **What information does MetLife need for my disability?**

   You and your physician will need to provide dates (due date/delivery) and advise if there are any additional circumstances that your case manager should be aware of to assist with handling of your disability claim such as complications that may arise before or after birth.

6. **How will I know when a decision about my disability claim has been made?**

   Your MetLife case manager will call you and provide a letter outlining the claim decision. You can also find updated claim information, status of your claim, important benefit information and other details on MetLife's employee website 24/7.

7. **When are benefits payable?**

   MetLife will release payments weekly.

8. **Am I entitled to receive pregnancy related paid leave benefits from the government?**

   Some states provide additional paid leave benefits if you work and/or reside in their jurisdiction. For information you should contact your state disability office.

9. **What if you want additional time for bonding after your recovery period?**

   Childbirth and child bonding are separate benefits. You may be eligible for additional time under the company's Parental Leave policy and/or under the Family Medical Leave Act. For additional information you should contact the leave administrator.

Please keep in mind that in some cases, the laws and regulations of individual states will take priority over any regional policies or guidelines.

Important Contacts

Sedgwick	Leave Administrator/Coordinator	1-888-436-9530 Website: https://timeoff.sedgwick.com
MetLife	STD Administrator	1-800-300-4296 Website: mybenefits.metlife.com
HR Leave Management	General Leave Administrator	1-216-383-8600 Email: absence@lincolnelectric.com
U.S. Benefits Team	STD Coordinator	1-216-383-2476 Email: LECO_benefits@lincolnelectric.com