



Maternity Benefit



This benefit is available to both full-time & part-time employees

Legrand female employees who give birth on or after January 1st, 2018, Legrand will provide up to 14 weeks of full pay.

MATERNITY BENEFIT:

How will the Maternity Benefit work with Legrand's current Short Term Disability (STD) - salary continuation benefit?

For female employees who give birth to a child on or after January 1st, 2018, the Maternity Benefit will replace the Legrand STD benefit.

How is the Maternity Benefit administered?

Just like Legrand's current STD policy, the Maternity Benefit will be approved and administered by MetLife.

How will I be paid?

Employees will continue to receive their pay directly from Legrand as long as approval from MetLife is complete. If you reside in a state where state disability is applicable (California, Rhode Island, New Jersey, New York) we will coordinate with the state coverage plan. You should apply directly to that state for those benefits. Please contact your HR Leader for additional information. Give your HR Leader a copy of the state's approval as soon as you receive it.

How will this benefit work with Family Medical Care Act (FMLA) - job protection?

Employees will need to contact MetLife to get both the Maternity Benefit claim approved as well as any FMLA claim if applicable. FMLA claims, federal and/or state, will run concurrently with the 14 week Maternity Benefit.

When can I take my 14 weeks of leave in relation to the day I give birth?

The 14 weeks of leave must be taken continuously/all at once and can start before the birth of the child if the reason for leave is directly related to the pregnancy (ex. bed rest). Any other personal health condition outside of pregnancy/birth of a child will apply to the guidelines for the regular STD/salary continuation, where duration of the leave of absence/salary continuation paid is specified directly by your physician and approved by MetLife.



To start a claim, call the MetLife Claims Center at:

1-877-638-8262

or log onto the MyBenefits website at:

www.metlife.com/mybenefits.

For more information about the Maternity Benefit, STD, or FMLA, please contact your local HR leader.