

2022

Paid Leave Changes

Paid Parental Leave

12 weeks of 100% paid leave for the birth, adoption, or placement of a child in foster care.

Paid Family Caregiver Leave

8 weeks of 100% paid leave to care for a family member with a serious health condition.

Bereavement/Funeral Days

8 weeks of 100% paid leave for the death of your spouse or child.

5 days plus necessary travel time for the death of a parent, parent-in-law, brother, brother-in-law, sister, sister-in-law, or grandchild.

Vacation

New vacation schedule

Years of Service	# of Vacation Days
<1	20*
1-9	20
10-24	25
25+	30

**varies based on month of hire*

Paid Sick Days

10 new sick days each year with a maximum of 20 banked days (prorated for new hires based on month of hire).

To be used for the employee's own personal illness, injury, medical appointment, or to care for a family member.

Short-Term Disability

We are introducing a 100% paid benefit based on years of service (see chart below).

Years of Service	100% STD Benefit	70% STD Benefit	Total
<1	4 weeks	22 weeks at 50%	26 weeks
1	6 weeks	20 weeks	26 weeks
2	8 weeks	18 weeks	26 weeks
3	10 weeks	16 weeks	26 weeks
4	12 weeks	14 weeks	26 weeks
5	14 weeks	12 weeks	26 weeks
6	16 weeks	10 weeks	26 weeks
7	18 weeks	8 weeks	26 weeks
8	20 weeks	6 weeks	26 weeks
9	22 weeks	4 weeks	26 weeks
10	24 weeks	2 weeks	26 weeks
≥11	26 weeks	0 weeks	26 weeks