

## Lennox Bonding Leave

### Frequently Asked Questions

**Q: Do I need to take the two weeks continuously?**

A: Yes, the two weeks must be taken continuously (*e.g.*, not spread out over ten Fridays) within the first 12 months after the birth or adoption.

**Q: How to I apply for the Leave?**

A: You will apply for the Leave through LII's leave of absence administrator, Sedgwick. To apply, you can go online to [mysedgwick.com/LII](https://mysedgwick.com/LII) or call 1-844-597-5495.

**Q: Does this replace Maternity (aka Birthing) Leave?**

A: No, this is in addition to Birthing Leave. LII's Birthing Leave is available to birthing parents through the short-term disability benefit to allow them paid time off to recover from childbirth.

**Q: How long do I need to have worked at LII to be eligible for the new Bonding Leave?**

A: You must complete 30 days (Salaried Non-exempt and Exempt) or six months (Hourly) of service.

**Q: How much pay will I receive while I'm out on Bonding Leave?**

A: Like our short-term disability policy, salaried employees will receive 100% of their salary and hourly employees will receive \$450/week. For hourly employees, pay will be issued by Sedgwick. For salaried employees, pay will be issued through payroll.