



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 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. Employees who become a legal guardian of a child through birth or adoption during their employment may take bonding benefits pursuant to the terms and conditions outlined in the Bonding Benefits Summary.

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.