

State Leaves

- Some states have their own paid leave programs that run concurrently with the BSC leave policy.
- Please refer to each individual state on the right to see how state benefits will coordinate with BSC leaves.

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California State Disability Insurance Program

● Short Term Disability ● Maternity & Paid Bonding ● Paid Parental Leave ● Caring for an Ill Family Member

IMPORTANT: In order to receive max possible paid benefits and job protection (unpaid) for your leave, you must file a claim with both the CA Employment Development Department (EDD) and Sedgwick. Please view the [California LOA Handout](#) for important information on pay and steps for processing your leave.

- **POTENTIAL FOR OVERPAYMENT (EXEMPT EMPLOYEES ONLY):** There is a possibility for overpayments for at least 1 or more pay periods due to the benefits approval process. Overpayments will need to be paid back to BSC so please budget accordingly. See the above California LOA Handout for more information.

Summary:

Boston Scientific's paid leave of absence benefits work in coordination with the state of California's paid and unpaid leave of absence programs via Sedgwick for Boston Scientific benefits *and* California Employment Development Department (EDD) for California program benefits. Employees working in California are covered under the California State Disability Insurance Program (SDI), which includes California Paid Family Leave Benefits (PFL).

Additional Steps Required:

All California employees must file a claim with EDD in addition to filing a claim with Sedgwick in order to receive max possible benefits. Both Short-Term Disability Leaves and Paid Family Leaves will be offset automatically even if you choose not to file with the State of CA. It is in your best interest to file with CA EDD if you wish to receive a higher pay percentage. You'll see this reflected on your Statement of Earnings as "State Offset CA." It's also important to follow up with your doctor to ensure they provide complete medical documentation to Sedgwick in a timely fashion. Otherwise, your pay may be impacted.

- 1) File a Claim with Sedgwick:
File within 30 days in advance of your first day of absence
Phone: 855-811-5701
Claim filing: www.mySedgwick.com/BSCI
- 2) File a Disability Claim with EDD at: [Disability Insurance \(DI\) | California EDD](#). File, no earlier than the 9th day from the date your disability begins, and no later than 49 days after the first date of your disability--otherwise, the claim will be considered late and you may lose disability benefits.
- 3) File a Paid Family Leave Claim at: [Paid Family Leave | California EDD](#). [Review the CA EDD Flyer](#)

Connecticut Paid Family & Medical Leave (CT PFMLA)

- Effective January 1, 2022, The CT PFMLA provides eligible employees paid time off to:
 - Bond with a child
 - Care for yourself or a sick family member
 - Seek medical or psychological care if impacted by family violence
 - Care for Military family while on active duty or for other reasons related to active duty in the military
- You are eligible for benefits if you have earned wages of at least \$2,325 in the highest of the first four of the five most recently completed quarters and are currently employed or have been employed within the last 12 weeks.
- BSC began taking employee deductions via payroll contributions (0.5% of wages) to the CT Paid Leave Authority trust fund effective January 1, 2021. Visit https://ctpaidleave.org/s/employee-landing-page?language=en_US to estimate your weekly contributions.
- [Click Here](#) to watch a video about how the CT PFMLA benefits works and key dates of when the benefit will go into effect.
- To learn more about the CT PFMLA, please review the Guide for Employees [here](#) and review the FAQs [here](#).
- Once this leave goes into effect on January 1, 2022, employees in CT will need to contact Sedgwick to open a claim and apply for CT PFMLA benefits separately with the state in order to receive their maximum leave pay. Sedgwick will be automatically deducting an offset from your leave benefits.

Hawaii Temporary Disability Insurance

- Employees who work in Hawaii are eligible to receive disability payments from the state if you've worked at least 14 weeks in the state of Hawaii and was paid for 20 hrs or more and earned at least \$400 in the 52 weeks preceding the first day of disability.
- Sedgwick manages the state leave program for Hawaii employees. If you go out on a disability leave for your own medical condition, you can open your claim with Sedgwick by calling 855-811-5701 and do not need to file a separate claim with the state. If you are approved for disability benefits, you will receive both a check from Sedgwick for the fully insured HI state benefit and a paycheck from Boston Scientific for the amount due that is in excess of the state benefit, if any.

Massachusetts Paid Family & Medical Leave (MPFML)

If you have approximately 15 weeks or more of earnings and have earned at least \$4,700 in the 12-month period, you may be eligible for paid time off under one of the MPFML types below.

- Bonding with a child or newborn
- Your own serious health condition
- Military Service member-related events
- To care for a family member with a serious health condition (*effective July 1, 2021*)

Employees will receive the full Boston Scientific benefit plan coverage as per the STD and paid family leave policies, but up to \$850/week will be paid by the state and the remaining amount will be paid by Boston Scientific. **To receive full pay, you must file a claim with both Sedgwick and the State.**

Birth Parent - Maternity/Bonding Leave – You may be eligible for a total of **18 weeks of** leave. The first 6 weeks of leave will count towards STD Pregnancy, followed by 12 weeks of MA PFL (8 weeks will run concurrent with the BSC paid Bonding Leave and paid at 100%). If you choose to remain on leave for another 4 weeks to take advantage of the 12 weeks of MA PFL; you will **only** receive pay from the state, without the BSC contribution.

Non-Birth Parent – Bonding Leave – Under MA PFL you may be eligible for **12 weeks** of paid leave, (8 weeks will run concurrent with the BSC paid Bonding Leave and will be paid at 100%). If you choose to take the remaining 4 weeks of MA PFL, you will **only** receive pay from the state, without the BSC contribution

- Contact Sedgwick by: Telephone: 855-811-5701 or via Sedgwick’s web portal at www.mySedgwick.com/BSCI
- Apply for MAPFML through the state at [Massachusetts Paid Family and Medical Leave](#). You will need to provide the Employer Tax ID Number to file a claim with the state. The Tax ID number is located on your W2 which can be found in BSC’s SuccessFactors portal, or you can contact the HR Service Center to request the Employer Tax ID number at 800-570-4455 or HRCConnectUSBenefits@bsci.com.
- If you have questions, you may contact the State’s Family and Medical Leave department at 833-344-7365 Monday-Friday 8:00am – 5:00pm (Eastern Time) or email MassPFML@Mass.gov
- For more information review the MPFML [Poster](#) and [MPFML FAQ](#).

Massachusetts Pregnant Workers Fairness Act (MPWFA)

Under the Massachusetts Pregnant Workers Fairness Act (MPWFA), an employer needs to make a reasonable work accommodation for conditions related to pregnancy, including, but not limited to, lactation or the need to express breast milk for a nursing child. You may also visit the [mass.gov website](#) for more information about this Act. If you would like to request an accommodation, please speak with your manager and they will work with HR and PeopleServices to accommodate your request. You may also want to visit the Guide to Growing your Family for a list of resources available at Boston Scientific.

New Jersey Temporary Disability (TDI) and Family Leave Insurance (FLI)

New Jersey state leaves are handled differently depending on whether your claim is for disability or family leave:

Disability (TDI)

- If you go out on a disability leave for your own medical condition, you can open your claim with Sedgwick by calling 855-811-5701 and do not need to file a separate claim with the state. If you are approved for disability benefits, you will receive both a check from Sedgwick for the fully insured NJ state benefit and a paycheck from Boston Scientific for the amount due that is in excess of the state benefit, if any.

Family Leave Insurance (FLI)

You will need to file a separate claim with the state in addition to opening a claim with Sedgwick if you take a family leave. Sedgwick will be automatically deducting an offset from your family leave benefits. You can take a family leave for one of the following covered reasons:

- The birth or adoption of a new child
- To care for any of the following individuals if they have a serious health condition: spouse, registered domestic partner, civil union partner, parent, parent-in-law, sibling, grandparent, grandchild, child, or any other blood relative or individual with whom you have the equivalent of a family relationship.

To be eligible for NJ family leave state benefits, New Jersey employees must meet one of the following wage requirements:

- worked for at least 20 weeks, making at least \$200 per week, during the 52 weeks preceding the claim, or
- earned at least \$10,000 in wages during the 52 weeks preceding the claim.

The New Jersey paid family leave program provides partial wage replacements to employees for a limited amount of time. Starting July 1, 2020, employees will receive 85% of their average weekly earnings, with a maximum benefit of \$881 per week. The maximum duration also increases from six weeks to 12 weeks per 12-month period.

New Jersey Family Leave Insurance rate as of January 1, 2020 is 0.16% based on the increased 2020 taxable wage base of \$134,900. An *employee's* maximum FLI contribution for 2020 will be \$215.84.

You can apply for New Jersey's paid family leave by completing a claim online via New Jersey Department of Labor website at: [online filing system](#).

For more information on the NJ Family Leave program visit their site at: [https://www.nj.gov/labor/forms_pdfs/tdi/WPR-119%20\(1-18\).pdf](https://www.nj.gov/labor/forms_pdfs/tdi/WPR-119%20(1-18).pdf)

New York State Disability Insurance and Paid Family Leave

Sedgwick administers both the NY State Disability and Paid Family Leave benefits for BSC employees. You can open your claim with Sedgwick and do not need to file a separate claim with the state. If you are approved for disability or family leave benefits, you will receive both a check from Sedgwick for the fully insured NY state benefit and a paycheck from Boston Scientific for the amount due that is in excess of the state benefit, if any.

NY State Disability Insurance

- Own medical condition (injury or illness) not related to your job
- Maternity leave after giving birth

NY Paid Family Leave

- NY Paid Family Leave provides eligible employees job-protected, paid time off to:
- **Bond** with a newly born, adopted or fostered child,
- **Care** for a family member with a serious health condition, or
- **Assist** loved ones when a spouse, domestic partner, child or parent is deployed abroad on active military service.
- For more information on NYPFL visit [NY.GOV/PAIDFAMILYLEAVE](https://www.ny.gov/paidfamilyleave) OR CALL (844) 337-6303.
- Visit <https://paidfamilyleave.ny.gov/benefits> for a schedule of benefits.
- [Review the New York Notice here](#); and the New York Poster [here](#).

How to Apply For Leave

- Call Sedgwick at 855-811-5701 to initiate your claim. Sedgwick will notify BSC when they've approved your leave and will issue your disability and paid family leave benefit payment. Sedgwick will coordinate and run this leave concurrent with the BSC leave policies and FMLA.

Oregon Pregnancy Workplace Accommodations Notice

- Oregon law provides protections for pregnant workers and those who have health conditions related to pregnancy and childbirth, including expressing milk. Under Oregon Pregnancy Accommodations, an employer needs to make a reasonable work accommodation for conditions related to pregnancy, including, but not limited to, lactation or the need to express breast milk for a nursing child. You can read a copy of this Notice which is posted on the BSC Leave page [here](#).
- If you would like to request an accommodation, please speak with your manager or PeopleServices at PeopleServices@bsci.com. You may also want to review the “Guide to Growing your Family” and the “Employee Leave of Absence Guide”. All of Boston Scientific’s leave information can be found on the leave page of benefitsconnect [here](#) .
- If you have any questions, please contact PeopleServices at 800-570-4455 Option #6.

Rhode Island Temporary Disability Insurance (TDI) and Temporary Caregiver Insurance (TCI)

RI Temporary Disability Insurance (TDI)

- Employees in Rhode Island should call the RI Temporary Disability Insurance Department at 401-462-8420 if you are reporting a Short-Term Disability claim for your own medical condition (injury or illness) not related to your job or Maternity leave after giving birth.

RI Temporary Caregiver Insurance (TCI)

- Employees can receive up to 4 weeks of caregiver benefits to care for a seriously ill child, spouse, domestic partner, parent, parent-in-law or grandparent, or to bond with a newborn child, newly adopted child or new foster-care child.
- You must apply for TCI benefits during the first 30 days after the first day of leave if the leave is taken for bonding or caregiving.

How to Apply:

- Review the FAQ on how to apply for TDI/TCI benefits with the state by clicking [here](#).
- After filing with the state, you will also need to contact Sedgwick to open your leave. Sedgwick will automatically offset your BSC disability/paid family leave benefits if you're eligible for leave pay under Rhode Island State program.

Washington DC Paid Family Leave

- The Washington DC Paid Family Leave provides up to eight weeks of parental leave to bond with a new child, six weeks of family leave to care for an ill family member with a serious health condition, and two weeks of medical leave to care for one's own serious health condition.
- Paid family leave benefits are funded entirely by the employer via a payroll tax of 0.62%. These quarterly contributions are based on the immediate past quarter of wages paid, in a similar fashion to unemployment insurance tax.
- Paid-leave benefits are calculated based on an eligible individual's average weekly wage; the total wages in covered employment earned during the highest 4 out of 5 quarters (the base period) immediately preceding a qualifying event, divided by 52. The current maximum weekly benefit amount is \$1,000. Visit www.does.dc.gov/page/dc-paid-family-leave to estimate your Washington DC weekly leave pay.
- To learn more about how the Washington DC paid family leave works visit their website at <https://dcpaidfamilyleave.dc.gov/workers/>.
- For more information, review the Washington DC Paid Family Leave FAQ at https://dchr.dc.gov/sites/default/files/dc/sites/dchr/publication/attachments/paid_family_leave_questions_and_answers.pdf.
- Sedgwick will automatically offset your Leave pay if you're eligible for leave pay under Washington DC PFL program. To receive full pay, you must file a claim with both Sedgwick and the State.
- For inquiries regarding the Washington DC Paid Family Leave program, please contact the Office of Paid Family Leave at does.opfl@dc.gov or visit their website at dcpaidfamilyleave.dc.gov.

Washington State Leave

If you have worked 820 hours (about 16 hours a week, on average) in the year leading up to your date of leave, you may be eligible for one of the leave types below under the Washington State Leave program.

- Care for and bond with a child younger than 18 following birth or placement
- Care for yourself or a family member experiencing a serious health condition
- Certain military-connected events.

- Paid Family and Medical Leave requires that you give Boston Scientific written notice at least 30 days in advance of when you plan to take leave. However, if the reason you need leave was not foreseeable, you may notify BSC as soon as possible.

- The State's expectation is that the claims be filed shortly after the event and 30 days advance notice when possible. **You will need to file each week with the State to receive benefits.** The State generally does not back date claims more than two weeks from submission date unless there is good cause such as incapacity or hospitalization preventing you from applying.

- The State's Paid Family and Medical Leave Benefit Guide provides information on how to apply for benefits and submit weekly claims. It also explains your rights and responsibilities under the law. Download the guide at www.paidleave.wa.gov/benefit-guide.

- For more information about how to apply, visit the State's website at: <https://paidleave.wa.gov/>. If you have questions, contact Washington State Customer Care Team at 833-717-2273 or email at paidleave@esd.wa.gov. When you apply, you will need to provide the BSC UBI # and inform them that BSC offers supplemental paid family leave benefits.

- You will also need to file a claim with Sedgwick. Sedgwick **will automatically offset your BSC paid family leave benefits if you're eligible for leave pay under Washington State's program.** Sedgwick will coordinate and run this leave concurrent with the BSC paid family leave benefit and FMLA.