

The image is a collage of three photographs. The top-left photo shows a young couple smiling and looking at a baby. The top-right photo shows a pregnant woman in a blue and grey striped sweater smiling. The bottom photo shows a Black couple sitting together, with the man holding a smartphone and the woman pointing at the screen.

StanleyBlack&Decker

PARENTAL LEAVE GUIDE

For Salaried and Non-Union
Hourly Employees

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NOTE FROM COMPANY

We endorse the right of our employees to become parents and promote work/life balance to support any challenges that come with pregnancy or caring for an infant or newly adopted child. We support pregnant employees and allow new mothers time to recover from childbirth and care for their child(ren), if they are having multiples. We also understand the importance of bonding time with new child(ren) for dads and other non-birthing parents.

Our company’s parental leave guide outlines the provisions for employees who are expecting a child and/or require time to care and bond with their newborn or newly adopted child. This guide contains information on Company offerings as they relate to becoming a parent while employed by Stanley Black & Decker. This is not an exhaustive description of each program, but rather a summary of the components you will want to be aware of when becoming a parent. Contact your HR representative for full details on each offering.

Maternity Benefits

Stanley Black & Decker recognizes how important it is to be able to care for yourself and your child post-delivery. We offer a special maternity benefit in coordination with our Short Term Disability plans, which provides new mothers with 100% of pay for eight weeks post-delivery, regardless of the delivery method.

ACCESS BENEFITS INFORMATION

Visit our Stanley Black & Decker (SBD) Benefits Center website (www.sbdbenefitscenter.com/welcome) and **uCentral** (ucentral.stanleyblackanddecker.com) to access maternity and parental leave benefits information.

The SBD Benefits Center website features information and links to support you and your family through pregnancy or adoption and caring for an infant or newly adopted child. Head to the Lifestyle section at www.sbdbenefitscenter.com/welcome and select the Maternity & Parental Leave Benefits and Adoption Assistance. The SBD Benefits Center website is searchable and it’s accessible from work or from home, no login credentials required!

uCentral (ucentral.stanleyblackanddecker.com) also includes information to support our working parents on the Perks tab. To experience all of the features of **uCentral**, be sure to log in with your Stanley Black & Decker username and password.

Note: You will need to complete a first time user registration from the home page to verify your account. Once you’re logged into **uCentral**, you can seamlessly link to ADP Payroll, the Stanley Black & Decker Benefits Center Enrollment site (**My Benefits Enrollment**), myCigna, LifeCare Work/Life Services and more without entering another username and password. To initiate single sign-on with some of our vendors, you’ll be prompted to create a user name and password upon initial login, then the next time you click on the vendor’s link in **uCentral**, you’ll be signed in automatically.

OVERVIEW

In this guide, you will find:

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| <p>Important benefits and helpful resources when planning & preparing for a new child</p> | <p>Checklists for work and home with important reminders and to-dos when planning for a new child along with a list of important benefits contacts</p> | <p>FAQs about the FMLA process and details on your Short Term Disability (STD), Maternity Benefit and Paid Parental Leave.</p> |
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TOP 3 THINGS TO KNOW ABOUT PARENTAL LEAVE:

1 Stanley Black & Decker offers a special maternity benefit in coordination with our Short Term Disability plans, referred to as our Maternity Benefit throughout this Guide, which provides new mothers with 100% of pay for eight weeks post-delivery, regardless of the delivery method.

2 Paid Parental Leave (PPL) provides four weeks of 100% paid time off for birthing mothers and non-birthing parents to care for and bond with a newborn or legally adopted child under the age of 18. PPL applies to eligible employees who have a child join their family through birth, adoption, legal guardianship or whose domestic partner has a baby.

3 Some states have established State Leaves offering job-protection, and in some cases paid leave time for pregnancy and bonding related leaves. Please consult with your HR manager to discuss the impact of any state specific benefits.



FAMILY PLANNING

If you are thinking of adding a child to your family, or you are already pregnant, there are a number of benefits available to you and your family as a Stanley Black & Decker employee.

CIGNA'S HEALTHY PREGNANCIES, HEALTHY BABIES® PROGRAM

If you are enrolled in a Cigna medical coverage option, this program can help you pre-pregnancy. You'll be assigned a case manager who can provide individualized support and assistance to help you:

PLAN FOR A HEALTHY PREGNANCY

When you enroll in this program before becoming pregnant, Cigna can help you be as healthy as possible. You'll have access to preconception planning tools and resources, including information from March of Dimes on:

- Eating right
- Maintaining a healthy weight
- Taking prenatal vitamins
- Stopping alcohol and tobacco use
- Controlling any medical conditions you may have

LEARN ABOUT INFERTILITY SUPPORT

You can request a case manager to help you find a Center of Excellence for infertility in your area. They can also answer any questions about your Infertility benefits. All Cigna Healthy Pregnancies, Healthy Babies services are confidential.

Once you are pregnant, this program offers pregnancy support early and often, has live support 24/7 and offers an incentive to those who complete the program. More information on the program incentive is included in the Pregnancy section of this guide.

Enroll now by calling **800-615-2906**.



INFERTILITY BENEFITS

Stanley Black & Decker's medical options through Cigna provide coverage* for:

- Testing and treatment services performed in connection with an underlying medical condition
- Testing performed specifically to determine the cause of infertility
- Treatment and/or procedures performed specifically to restore fertility (e.g. procedures to correct an infertility condition such as reversal of tubal ligation or vasectomy)
- Artificial Insemination, In-vitro, GIFT, ZIFT, etc
- Pre-implantation genetic testing, genetic diagnosis prior to embryo transfer, only when either parent has an inherited disease or is a documented carrier of a genetically linked inheritable disease

**Coverage for most advanced services is subject to prior authorization. Ask your doctor to talk to Cigna before getting started.*

There is a lifetime maximum benefit of \$20,000 per member and the maximum includes all related services billed with an infertility diagnosis, including lab services billed by an independent facility and including vasectomy, tubal ligation and reversals, subject to standard copays and deductibles and/or coinsurance based on your medical option. The benefit maximum does not include any copays, deductibles, coinsurance, or out of pocket expenses paid by you.

For more information on your specific concerns, please contact Cigna at **800-243-3280**.

ADOPTION/FOSTER BENEFIT

If you legally adopt a child, Stanley Black & Decker will reimburse you up to \$5,000, taxed, to help offset agency charges, legal fees and transportation expenses associated with the adoption process. You are eligible for this taxable benefit if you are an active, non-bargaining employee and have completed 30 days of continuous service at participating locations. You will receive the reimbursement after the adoption is final. We also offer up to \$1,000 for foster parents for the first time you complete having a foster child in your home for six consecutive months. Foster parents who legally adopt their foster child can receive a benefit as well. For more information about Stanley Black & Decker's Adoption Benefit or foster parent allowance, visit the Lifestyle section at sbdbenefitscenter.com/welcome or the Perks tab at ucentral.stanleyblackanddecker.com.

BENEFIT PLAN CONSIDERATIONS FOR ANNUAL ENROLLMENT

Consider the below benefits during Annual Enrollment if you are planning for a family or are pregnant going into the new plan year:

- Review your medical benefit options to see what option best fits your growing family. Get help from ALEX, your personal benefits counselor. ALEX is a confidential, easy-to-use tool that helps you consider which plan will be best for you and your family. Visit ALEX at the [SBD Benefits Center](#) website under Key Resources.
- Consider adding/increasing a Healthcare Flexible Spending Account election or Health Savings Account contributions to help cover increased medical costs you may experience as a result of pregnancy and birth.
- Legal Insurance Plan — ARAG gives eligible employees assistance with life's legal or financial concerns like adoption or getting your will done. You have two options: UltimateAdvisor and UltimateAdvisor Plus. Both options offer legal services in person, by phone or online.
- **Hospital Care — If you are pregnant or planning to become pregnant during Annual Enrollment, you may want to consider enrolling in Hospital Care. The hospital stay benefit covers one inpatient admission per year, including admissions related to child birth. The benefit pays \$1000 for being admitted to the hospital and \$100 for each additional night you remain admitted. You can use this money to help pay for child care or help around the house during your hospital stay, copays, deductibles, or coinsurance.**

For more information and specific details on what is covered under each Supplemental Health Plan, please review the summary of benefits documents at the [SBD Benefits Center](#) website or on [uCentral](#) > Health Tab > Medical Plans & Prescription Coverage > Supplemental Health Plans or call Cigna at 800-243-3280.



PREGNANCY

Congratulations on your pregnancy! Below is a checklist of things to consider now that you are expecting.



- ✓ Read through this guide and visit the Lifestyle section at sdbbenefitscenter.com/welcome or [uCentral](#) to understand what benefits you are eligible for.
- ✓ If you are enrolled in Stanley Black & Decker's medical coverage options with Cigna, enroll in the *Healthy Pregnancies, Healthy Babies Program*.
- ✓ Understand the leaves you are eligible for, how long they last, how you will be paid and how you will pay for benefits while out on leave.
- ✓ Work with your insurance carrier on a birth plan.
- ✓ Notify HR and/or your manager when you are ready to share the news. See [page 10](#) on discussion topics to consider.
- ✓ Discuss a Return to Work plan with your manager including possible flexible work arrangements, if applicable.
- ✓ File a disability claim with New York Life Group Benefit Solutions (NYLGBS), prior to your due date. This can be done as early as 28 weeks pregnant. See [page 11](#) for more details.
- ✓ Order a Breast Pump if you plan to nurse (see [page 8](#) for more info).
- ✓ Discuss a plan of action with HR or your manager/coworkers if you were to go into labor while at work.
- ✓ Call LifeCare Work/Life Services to access resources on parenting and assistance with locating and securing child care or daycare or to take advantage of care-giving discounts at some centers.
- ✓ Access Makers' Marketplace, powered by Corestream, for discounted products and services including childcare centers, baby bundles, toys and more.

CIGNA MEDICAL BENEFITS

Review the benefit summaries posted on the [SBD Benefits Center](#) or [uCentral](#) to confirm what is covered under your plan. You can also speak to a Cigna One Guide representative to help guide you through the complexities of the health care system. They can help with a birth plan, choosing a facility, and estimate out of pocket costs.



CIGNA'S HEALTHY PREGNANCIES, HEALTHY BABIES® PROGRAM

This program can help you or your pregnant spouse/partner stay healthy before and during the pregnancy and in the days and weeks following the baby's birth. See below for more details on how the program can help. Ready to enroll now? Call **800-615-2906**.

Find support early and often

- Tell Cigna about you and your pregnancy for personalized recommendations
- Ask Cigna anything – your health coach, who has nursing experience, will support you during your whole pregnancy
- Get a pregnancy journal with information, charts, and tools to help you have a happy nine months

Learn as much as you want

- Get live support 24 hours a day, 7 days a week
- Talk to a health coach who can help you with everything from tips on how to handle your discomfort during pregnancy to what foods to avoid, advise on birthing classes, and explain your maternity benefits

- Access an audio and video library of maternity and general health topics
- Visit the [myCigna](#) website for tools to help you track your pregnancy week by week, prepare for delivery, and care for your baby (wellness, health topics and resources, etc.)

Get rewards for making smart choices and earn incentives for enrolling by certain milestones in your pregnancy

- You can earn an incentive of \$400 if you enroll in the program before the end of your first trimester or \$200 if you enroll by the end of your second trimester. In both cases, you must complete the postpartum assessment and be actively employed to receive the incentive for yourself or on behalf of your medically enrolled spouse/ domestic partner.
- Incentives will be paid out 1-2 months after completion of the program through the employee's paycheck.



BREAST PUMP ORDERING — KNOW WHAT IS COVERED UNDER YOUR MEDICAL PLAN

If you plan on using a breast pump, be sure to take advantage of the breast pump benefit under your medical plan. Through the Affordable Care Act, breast pumps are covered under the majority of health insurance plans. The Stanley Black & Decker Cigna medical options cover several models free of charge and offer a few upgrades at cost. You have choices when choosing what pump is best for you and your lifestyle!

How to Get Started

- If you are enrolled in a Stanley Black & Decker Cigna medical option, you can place an order when you are at least 28 weeks pregnant.
- You will need a prescription from your doctor. Keep this and your insurance information handy when placing your order.
- Cigna will likely refer you to get your breast pump through a vendor called CareCentrix, but there are a number of other vendor options.

Vendor Contact Information

- CareCentrix: **877-466-0164**
- CareCentrix will be able to tell you which models and manufacturers are covered under our plan or are offered at a discount
- You can also call one of the breast pump manufacturers, like Medela, directly.
- Medela: **877-320-2301**. Or, visit their website at www.medela.us to get more information on the types of breast pumps that they sell to see what might work best for you.
- Many health plans allow you to request a breast pump between 27 and 32 weeks of pregnancy or later. Contact your health plan's number on the back of your insurance card for your plan's rules.
- Remember — You are eligible for a breast pump with each pregnancy!



KEY QUESTIONS TO ASK YOUR INSURANCE COMPANY

- What is covered under Maternity Care and what Prenatal Screenings are covered?
- Is my preferred doctor and hospital in-network?
- Do any procedures, including childbirth, need preapproval or prior authorization?
- What kind of coverage do I have if I experience complications?
- How much will I need to budget for out of pocket expenses? Or what will my costs be?
- How can I take advantage of Breast Pump Ordering?

WELL-BEING RESOURCES

LIFECARE WORK/LIFE SERVICES

From even before you find out you're expecting to when the time comes to think about college, and every transition in between, LifeCare can guide you to the answers and solutions you need.

- Use LifeCare's support specialists to find and secure pre-screened child care and local lactation specialists or to receive adoption guidance. Lifecare can provide support for your needs through all ages and stages of childcare.
- Get answers to your parenting questions online, anytime. LifeCare's easy-to-use website helps you make informed parenting decisions with guides, webinars, live talks, articles, and expert guidance from LifeCare's specialists and more.
- Check out the LifeMart Employee Discount Program that offers discounts on care-giving services and needs.
- Call LifeCare at **866-608-6618** or log in now at <http://member.lifecare.com>. Use registration code: SBD.

CIGNA EMPLOYEE ASSISTANCE PROGRAM (EAP)

The Cigna EAP provides information and confidential counseling for all employees and their household members. Receive five free EAP visits per household member, per issue, per year at participating Cigna EAP providers. Cigna EAP can help with:

- Adoption: Learn more about your options and the agencies that can help.
- Child Care: Find a place, program or person that's right for your family.
- Children with Special Needs: Learn about care options to meet your unique family needs.
- Education Guidance: Decision-support from day care through college.
- Financial Services Referral and Legal Consulting

Call Cigna EAP at **800-243-3280**.

CIGNA VIRTUAL CARE (TELEHEALTH)

Virtual care offers 24/7/365 on-demand access to affordable and quality healthcare with U.S. board certified doctors, anytime and anywhere — even from the comfort of your own home. This is very convenient when caring for a new baby. For non-emergency medical issues, as an alternative to the Emergency Room or an Urgent care center or when your pediatrician is not available, you can access a doctor virtually to help with diagnosis, and even prescriptions for many minor ailments. Virtual care services range from urgent medical and dental care to preventive wellness screenings and mental health support and are commonly used to address conditions such as asthma, sore throats, vomiting, ear infections, rashes, sinus infections, insect bites and pink eye.

- Visit the myCigna App or myCigna.com for a personalized experience of the virtual care benefit options, including mental health options available to you through MDLive, The TeleDentists and more.
- Cigna Virtual Care is covered at 100% (after deductible for the HSA options), and preventive care through MDLive is covered at no cost. Other services, including behavioral/mental health services, are covered at the same cost as a similar office visit under your medical option.
- Call Cigna at **800-243-3280** or log in to your myCigna.com account for personalized recommendations.
- If you are not enrolled in a Stanley Black & Decker Cigna medical option, contact your insurance company to see which virtual care service they offer and get registered today



PLANNING FOR YOUR LEAVE

When you are ready, you'll want to notify HR and your manager about your pregnancy. As you prepare for your Parental Leave, you'll need to start thinking about what your job entails, who will take over your responsibilities, how much time you'll take off, and how you plan to transition back to work.

Things to Discuss with your manager:

- Timeline for documenting your processes and projects.
- Who will cover any job-related tasks while you are away, if needed.
- Account for time needed to train and transfer knowledge to your back-up or substitute.
- Duration of your leave and options available for transitioning back to work.
- Agree upon a communication plan that outlines whether you plan to check in and when or designate someone at work you plan to check in with while you are out.
- What to do if you go into labor during working hours.



LEAVE ELIGIBILITY

| | | |
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| FMLA | 12 weeks FMLA (runs concurrent with STD, Maternity Benefit and PPL) | |
| STD | Paid leave used before or after Maternity Benefit (based upon certain circumstances) paid as salary continuance | |
| Maternity Benefit (Postpartum Recovery) | 8 weeks post-delivery | |
| Paid Parental Leave (PPL) | | 4 weeks paid leave |

PAID PARENTAL LEAVE FOR BIRTHING MOTHERS AND NON-BIRTHING PARENTS

Stanley Black & Decker offers 4 weeks (160 hours) of Paid Parental Leave (PPL) to eligible employees to provide time to bond with and care for a newborn or legally adopted child under the age of 18.

To request PPL, employees must complete a form at least 2 weeks prior to leaving for Parental Leave.

For more information on the program and to access the form, go to the [SBD Benefits Center](#) or [uCentral](#) under the Time tab.

SHORT TERM DISABILITY AND MATERNITY BENEFIT — BIRTHING MOTHER

Short Term Disability and the Maternity Benefit coverage provides income replacement while you are off work due to your own medical condition related to pregnancy or from having a baby. For a normal or cesarean delivery, benefits are payable through eight (8) weeks postpartum. Should you experience medical complications either pre- or postpartum, you may be eligible for additional benefits under Stanley Black & Decker's disability plans.

You can begin the process of opening a Cigna claim at 28 weeks. You will need to provide your due date and some personal information to initiate the process. Once the process is initiated, your manager and your HR representative will be notified. For more information on how to file claim see the next page.

How will you be paid?

You will receive your short-term disability payments as salary continuation through Payroll. Payroll deductions will continue as they would in your regular paycheck. You will be paid by SBD once approval is received from New York Life Group Benefit Solutions (NYLGBS).

- Eligibility: Associates regularly scheduled to work a minimum of 20 hours per week
- Benefit: Pay will be based on your pre-disability base pay. With the Maternity Benefits, you will receive your benefit at 100% pay for 8 weeks post-delivery. For any time before or after those 8 weeks, you will be paid according to your STD policy.

For additional details, reference the disability information at the [SBD Benefits Center](#) or on [uCentral](#).

FAMILY MEDICAL LEAVE ACT — BIRTHING AND NON-BIRTHING PARENTS

The Family Medical Leave Act (FMLA) is a federal mandate that requires employers to grant unpaid, job-protected leave for specified family and medical reasons with continuation of group health coverage under the same terms and conditions as if the employee had not taken leave.

Employees should note this leave is unpaid, and consider the option of taking Paid Time Off or Paid Parental Leave concurrently with FMLA

- Eligibility: Associates that have worked for Stanley Black & Decker for at least 12 months and a minimum of 1,250 hours over the prior 12 months
- Maximum leave: 12 weeks in a 12-month period
- Can be taken any time within 12 months of birth

The 8 weeks of the Maternity Benefit runs concurrently with FMLA. Meaning, after those 8 weeks of the Maternity Benefit are exhausted, there are only 4 weeks of FMLA left of the original 12.

Refer to examples of different leave scenarios on [page 15](#).

PAYING FOR BENEFITS WHILE ON LEAVE

While on STD or through the Maternity Benefit, deductions will be withheld if you receive a paycheck with enough contributions. If you do not have enough contributions in your paycheck to cover the deductions (i.e., state leave offsets) or you are no longer receiving pay (i.e., FMLA), you are responsible for making direct payments for your benefits to HealthEquity | WageWorks.

How the Direct Payment Process Works

You will be direct billed for benefits coverage beginning the 1st of the month following the date your leave begins. The first billing notice will be mailed to you by HealthEquity | WageWorks on approximately the 10th of the month. Subsequent billing notices will be sent on the 10th of each month and are due by the 1st of the following month (for example, if you are on leave in June, you will receive a bill from HealthEquity | WageWorks on June 10 and payment will be due by July 1). You will pay Health Equity | WageWorks for the full months that you are on leave. Payments are due on the 1st.

FILING A STD, MATERNITY BENEFIT AND/OR FMLA CLAIM

Have the following information available:

- Your Social Security number, birth date, home address, phone number and email address.
- Dates and contact information for any health care providers or hospital/clinic visits.

Then, choose one of the following to file a claim:

- Online: [myNYLGBS.com](#) > Coverage > Disability (print your confirmation page)
- By Phone: Call **800-243-3280** or **866-562-8421** (en español), 7 a.m. – 7 p.m. CST and a representative will help you.

Connect with HR or refer to STD documents for any special scenarios.

STATE SPECIFIC BENEFITS

Many states have established State Leave plans offering job-protected, and in some cases, paid leave time for pregnancy and bonding related leaves. In many cases, state plans expand your job protection beyond the 12 weeks offered under FMLA.

The following states have Paid Family Leave in force as of January 1, 2022: California, Connecticut, District of Columbia, Massachusetts, New Jersey, New York, Rhode Island and Washington.

The following states have Paid Family Leave coming soon: Colorado (2024) and Oregon (2023).

State Specific Disability benefits are an offset/reduction to your STD/Maternity Benefits. You must forward a copy of your state benefit award/denial notice to NYLGBS so that benefits may be updated accordingly. We encourage you to visit your state's website for additional information or updates related to Paid Family Leave. For questions relating to any unpaid State Leave plans that may be available to you or Paid Family Leave in New York please contact Cigna at **800-243-3280** and speak to your Leave manager.



Please contact your local HR representative for additional information.

PAID TIME OFF

You can take Paid Time Off to supplement your time on FMLA or at the end of your FMLA period.

The Company maintains a Paid Time Off ("PTO") program that combines vacation and sick benefits for employees on the active Company payroll into a single PTO bank. Employees may want to consider taking PTO once their STD and Maternity Benefit ends or concurrent with FMLA since it is unpaid. Check with your manager or HR to discuss how much PTO you have available to consider during your leave period.

- Pay shall be at the employee's base pay rate at the time PTO is taken
- May be used for any reason
- Available upon completion of one (1) month of continuous service
- Subject to work schedules and to manager approval
- Earned monthly on the 1st of each month based on years of service. Employees do not accrue PTO while they are on a leave of absence
- Must be completed by December 31 and cannot be accumulated from year to year subject to local and state law

ONCE THE BABY ARRIVES

Planning beforehand can help prepare you if you go into labor earlier than expected.

Some important things to think of may include:

- ☑ Prepare out of office messaging for email and work phone if needed, and discuss plans with your manager.
- ☑ If you go into labor at work, you will most likely not have much time to think about what to do and who to notify. Your health is paramount, so take the actions you feel necessary in that moment without fear of repercussions.
- ☑ If possible, let your manager or a co-worker know that you are leaving to go home or to the hospital.
- ☑ If you would like assistance with getting to the hospital safely, contact your HR representative, Employee Health & Safety (EH&S) contact or Security.



FILE CLAIMS

FILE YOUR STD, MATERNITY BENEFIT AND/OR FMLA CLAIM

Once your baby arrives, call NYLGBS and notify them that you have stopped working as soon as you are able. If you opt into text messaging from NYLGBS, you are also able to confirm your last day worked via text. Your NYLGBS manager will help you work through your short-term disability period, and additional leaves for which you are eligible (FMLA, state leaves) until you are ready to return to work. Please make sure you keep your NYLGBS contact in the loop on your plans to ensure that your leave is correctly tracked and paid.

IF ENROLLED, FILE HOSPITAL CARE CLAIM

Filing a claim is easy.

Simply download and complete your claim and disclosure authorization forms, which can be found at [Cigna.com/customer-forms](https://www.cigna.com/customer-forms). Then, submit your forms via the method that's most convenient for you.

Phone: Call **800-754-3207** to speak with one of our dedicated customer service representatives

Fax: Fax the documents to **860-730-6460**

Email: Send scanned documents to hospitalcare@cigna.com

Mail: Send documents to Cigna Phoenix Claim Services, P.O. Box 55290, Phoenix, AZ 85078

PROCESS BIRTH/ADOPTION LIFE EVENT

Within 31 days of the birth/adoption you must call the Stanley Black & Decker Benefits Center or go online to process a birth/adoption life event to add your child to coverage. If you add your child, you will need to submit your child's birth certificate before coverage will become active. Once approved, coverage will be effective as of the date of birth.

If you are at work (particularly for non-birthing parents or those with adoption events), you may visit **uCentral** (<https://ucentral.stanleyblackanddecker.com>) and log in using your Stanley Black & Decker user ID and password.

Click on "My Benefits Enrollment" under the Quick Links section. This will automatically bring you into the Enrollment site where you can click on "CHANGE YOUR CURRENT BENEFITS." You will want to select the Birth/Adoption/Placement for Adoption event. If you do not have access to uCentral, call the Stanley Black & Decker Benefits Center at **800-795-3899**, Monday through Friday, 9 a.m. to 6 p.m., Eastern time.

Be sure to add your new child as a dependent as well as associate them to the coverage you intend to enroll them in.

IMPORTANT BENEFITS TO CONSIDER

- **Medical Insurance** — Adding coverage for your newborn, or family if not currently enrolled.
- **HCFSA or HSA** — Increase Healthcare Flexible Spending Account (HCFSA) or Health Savings Account (HSA) election, to account for increased medical costs you might experience with a newborn.
- **Child Life & ADD Insurance**
- **Legal Insurance Plan** — ARAG gives eligible employees assistance with life's legal or financial issues like adoption, or getting your will done. You have two options: UltimateAdvisor and UltimateAdvisor Plus. Both options offer legal services in person, by phone or online.
- **Dependent Care FSA (DCFSA)** — You can contribute between \$250 and \$5,000, or \$2,500 if you and your spouse file separate tax returns, on a pre-tax basis to the Dependent Day Care FSA per year.*

The FSA, administered by WEX, can help you pay for dependent day care so you and your spouse can work, look for work or attend school full-time. Eligible dependents include children under age 13 or dependents of any age who are physically or mentally incapable of caring for themselves.

IMPORTANT: You must be working to use your dependent care funds. If you're married, your spouse must either be working, looking for work, a fulltime student or incapable of self-care.

For birthing mother — you are not eligible for the DCFSA plan while you are on a leave. If you process a birth life event while out on a leave, you will not have the option to add a DCFSA. You will need to call the Benefits Center once you return from leave to add a DCFSA for the current plan year if you wish to do so.

For non-birthing parent — this should be added when you process the life event.

**Due to IRS regulations, employees who are considered highly compensated may have reduced contribution limits by 50%, depending on the number of highly compensated employees who participate in a given year. You will be notified mid-year if this applies to you.*



PAID PARENTAL LEAVE (PPL)

Non-Birthing Parent — If eligible, PPL may be taken at any point during the first 6 months of child's life. Approval is required prior to taking PPL, so please take the necessary steps to request PPL. To request PPL, you must complete the required form at least 2 weeks prior to leaving for Parental Leave and provide it to your HR representative.

Birthing Mother — If the leave is taken subsequent to a birth or adoption while still under family medical leave, then managerial approval is not required. Notice must still be given to the manager. If you are requesting PPL after returning to work, then the leave is permissible based on the needs of the business and should be coordinated with your manager as you would PTO.

Paid Parental Leave Notification Form and FAQ's can be found on the [SBD Benefits Center](#) or on [uCentral](#) on the Time tab in the Time Off section. Once completed, the form must be sent to your HR representative. Your HR representative's name is listed on [uCentral](#) when logging in under "My Information".

Other Reminders: While you are out on leave, you should not be working. Make sure that your manager and your team know how long you expect to be out and that you will not be answering work emails or phone calls during that time. If you have any issues or concerns with this, please contact your HR representative.

PARENTAL LEAVE SCENARIOS

See below for examples of how short-term disability, the Maternity Benefit, Paid Parental Leave and PPO can work together to create your maternity leave.

Melissa is an exempt employee who has been with Stanley Black & Decker for 6 years and is pregnant. Melissa knows she will have a C-section. She wants to take the maximum paid amount of time possible. She has a couple of options:

8 weeks of Maternity Benefit
(leaving her with 4 weeks of FMLA)

+ 4 weeks PPL

Total: 12 weeks leave

8 weeks of Maternity Benefit
(leaving her with 4 weeks of FMLA)

+ 4 weeks PTO

+ 4 weeks of PPL* *(in addition to the FMLA 12 weeks)*

Total: 16 weeks leave

**Please discuss your plans with your manager if you intend to take 4 weeks of PPL immediately following your 12 weeks of maternity leave.*



Colleen is 28 weeks pregnant and has been with the company for 4 months. Because Colleen will not have been with Stanley Black & Decker for a year by the time the baby comes, she will not be eligible for FMLA or PPL.

Colleen only has one option, and this is taking 8 weeks maternity benefit.

8 weeks Maternity Benefit

Total: 8 weeks leave

Liz has been with the company for 2 years and just found out she is pregnant. She will have a natural delivery. Liz plans to take 12 weeks for her leave.

Liz plans to take the following:

8 weeks Maternity Benefit

+ 4 weeks PPL

Total: 12 weeks leave



Janet is an hourly employee who has been with the company for 3 years. She is currently pregnant with twins and her doctor has ordered her to start bedrest at 35 weeks. She delivers the babies at 37 weeks.

She has a couple of options:

| |
|--|
| 2 weeks of STD |
| + 8 weeks Maternity Benefit <i>(leaving her with 2 weeks of FMLA)</i> |
| + 4 weeks PPL |
| Total: 14 weeks leave |

| |
|---|
| 2 weeks of STD |
| + 8 weeks of Maternity Benefit |
| + 2 weeks of FMLA and/or PTO |
| + 4 weeks of PPL ¹ <i>(in addition to the FMLA 12 weeks)</i> |
| Total: 16 weeks leave |

**Please discuss your plans with your manager if you intend to take 4 weeks of PPL immediately following your 12 weeks of maternity leave.*



State Specific Paid Family Leave (CT example)

Jennifer is an employee who has been with Stanley Black & Decker for 2 years. She works and lives in a Connecticut location and is eligible to participate in the CT Paid Family Leave program. In order for the CT Paid Family Leave to apply, she must first submit an application to the state.

| |
|---|
| 12 weeks of CT Paid Family Leave* <i>(following approval from the state; includes 8 weeks Maternity Benefit)</i> |
| + 4 weeks PPL |
| Total: 16 weeks leave |

**The first 8 weeks, she will receive payment from the state as well as an offset amount through the Maternity Benefit paid through salary continuance. The remaining 4 weeks, she will receive payment from the state.*

PPL can be taken at any time during the 6 month period following birth or adoption of a new child.

While these are five common scenarios, each employee is different, and there are many other possibilities. Please discuss your specific situation with your HR representative. This also serves as a reminder that you may be entitled to additional leave depending on your work state. Discuss any questions regarding how much time you can take with your NYLGBS Leave manager or manager.

RETURNING TO WORK

When you have made the decision to return to work after leave has ended, there are many items to consider. To help ease the process, please consider the following:

ENDING YOUR LEAVE

NYLGBS will let you know when your leave eligibility ends. Any questions or concerns regarding your return to work may be discussed with your HR representative or your manager.

RETURNING TO YOUR WORKPLACE

- Be sure to discuss any return to work concerns with your manager (including flexible time and/or phased return to work).
- Badge access— there is a possibility that your badge won't work. If that is the case, contact your HR representative to get your badge turned back on prior to returning to work
- Workplace group support — Consider joining a Working Parents Workplace group
- Lactation room access while at work — if you decide to breastfeed and need to pump during work hours, Stanley Black & Decker facilities have accommodations specifically designed for this.
 - There are various privacy rooms throughout Stanley Black & Decker facilities. Ask your HR representative which room is closest to you and about how to get situated with a personal locker within the room for your supplies, if available.
 - Depending on location, many rooms are set up for scheduling in Outlook so that you can appropriately block your calendar when you plan to pump. Take a look at your calendar each day and determine when the best times for you to pump are and schedule your pumping sessions the same way you would schedule a meeting. If you run into issues with non-pumpers using the room, contact your HR representative.
 - *Every parent has different needs when pumping. If you do not feel that you are getting the support you need from your team to pump in a way that is best for you, contact your HR representative for assistance in building a plan with your team.*



If you were enrolled in a Dependent Care Flexible Spending Account (DCFSA) and/or Health Savings Account (HSA), prior to your leave of absence, please contact the SBD Benefits Center at **800-795-3899** upon your return to work in order to ensure your premium deductions are taken for DCFSA and/or HSA.

LOSS OF PREGNANCY OR COMPLICATIONS TO PREGNANCY/CHILDBIRTH

In the unfortunate event that you suffer a loss during or after your pregnancy, or you have complications related to childbirth or pregnancy, Stanley Black & Decker and NYLGBS provide resources to help you cope.

- Your HR representative is here to help you manage your particular situation. Contact HR in the event that you have any questions or need any assistance in figuring out how to manage your loss or complication
- Our Employee Assistance Program (EAP) is available to all employees and their household members regardless of enrollment in a Stanley Black & Decker medical option. EAP offers 5 free counseling sessions per calendar year, per issue, per household member and can be a great resource when going through any hardship
- As noted earlier, on page 9, Stanley Black & Decker also offers behavioral/mental health virtual care through MDLive. Through this benefit, you can talk privately with a licensed counselor or psychiatrist via video or phone and get treatment for a large number of conditions, including depression, grief, parenting issues, post-partum depression, and many more
- For pregnancy loss that happens after 20 weeks, benefits will be paid under the Maternity Plan. If pregnancy loss occurs prior to 20 weeks, it should be filed as an STD claim and NYLGBS will follow standard medical guidelines

IMPORTANT CONTACT INFORMATION

| Benefit Partner | Phone/Email | Website/App |
|---|--|--|
| Stanley Black & Decker Benefits Center | 1-800-795-3899 Monday through Friday, 8 a.m. – 8 p.m. ET | Log in to ucentral.stanleyblackanddecker.com & click on My Benefits Enrollment or go to: sdbbenefitscenter.com . |
| ARAG — Legal Insurance Plan | 1-800-247-4184 | ARAGlegal.com/myinfo Code: 14360sbd |
| Cigna — *Medical, *Health Savings Account (HSA), *Prescription, *Dental, *Behavioral Health, *Supplemental Health Benefits, Employee Assistance Program (EAP), and Health Coaching | 1-800-243-3280 – 24/7 Cigna Home Delivery Pharmacy: 1-800-835-3784 | myCigna.com or log in to uCentral & click on myCigna EAP Only: myCigna.com Code: sbd Mobile App: myCigna Before enrolled, search: OAP w/Carelink providers at cigna.com |
| *Cigna Healthy Pregnancies, Healthy Babies (HPHB) | 1-800-615-2906 | Incentive if enrolled in HPHB program before third trimester |
| *Cigna Virtual Care — 24/7 | MDLIVE: 1-888-726-3171 | Access MDLIVE on myCigna.com , or the myCigna app or go to MDLIVEforCigna.com . |
| ConsumerMedical — Your Medical Ally® | 1-888-361-3944 | myconsumermedical.com Code: SBD MyMedicalAlly app |
| EyeMed Vision Care | 1-866-800-5457 | eyemed.com (select insight network) Mobile App: EyeMed Members |
| LifeCare Work/Life Services & Perks | 1-866-608-6618 , 24/7 | member.lifecare.com Code: SBD or log in to uCentral & click on LifeCare Work/Life Services on the Perks tab |
| Makers' Marketplace, powered by Corestream — Voluntary Benefits and Discount Shopping | 1-860-770-6639 | sbdinc.corestreamc.com |
| New York Life Group Benefit Solutions – Disability (STD/LTD/ FMLA) | 1-800-243-3280 Monday through Friday, 7 a.m. – 7 p.m. CT | mynylgbs.com |
| Payroll | 1-855-671-9980 | Log in to uCentral & click on My Pay/Direct Deposit/W4 |

*Available to those enrolled in a Stanley Black & Decker medical plan.

This Parental Leave Guide provides general benefit plan information only. For specific details, conditions and exclusions, refer to benefit information found on **uCentral** and on the SBD Benefits Center website at www.sbdbenefitscenter.com/welcome. If you are covered under a Collective Bargaining Agreement, please refer to your agreement to determine your eligibility for certain benefits stated within this Parental Leave Guide. Receipt of this guide does not guarantee employment or benefits eligibility with Stanley Black & Decker. Additionally, while the company expects to continue the plans described in this guide, it reserves the right to terminate, suspend, withdraw, amend or modify the plans at any time, with or without notice. If there is a discrepancy between this guide and other