

# FMOL Health Paid Parental Leave (PPL)

## Frequently Asked Questions

### What are the eligibility criteria for PPL?

Team members are eligible for the benefit if they meet the following criteria:

- Are classified as benefit-eligible (full-time or part-time with benefits).
- Have completed at least 6 months of continuous employment immediately preceding
- the qualifying event and leave in a full-time or part-time benefit-eligible position.
- Have experienced a qualifying event on or after January 1, 2026
  - birth of a biological child
  - an adoption of a minor child under the age of 18
  - foster care placement of a minor child under the age of 1

### Who qualifies for the benefit?

Both birth and non-birth parent, adoptive parents and foster parents may be eligible for the PPL benefit.

### How much leave is granted with PPL?

Eligible team members can take up to four weeks of PPL within a rolling 12-month period, starting from the date leave is first used.

### Can both parents employed by the organization use PPL?

If both parents are employed by FMOL Health, each parent may take up to four weeks, provided both meet the eligibility requirements.

### What documentation is required?

Acceptable documentation includes a birth certificate, adoption placement papers, or foster care placement agreement and aligns with requirements for other leave types such as FMLA or State Pregnancy Leave.



### **Can a team member transfer to a non-benefit eligible position while on PPL?**

No, a team member using paid parental leave must remain in a benefit-eligible position while on leave.

### **When must PPL be taken?**

Leave must be taken within 12 months of the qualifying event (birth, adoption, or foster placement of a child).

### **How is PPL compensated?**

PPL is compensated at 100% of a team member's base hourly wage on a team member's regular paycheck. PPL payments are subject to withholding, garnishments and collections in accordance with FMOL Health policy, state guidelines and federal regulations.

Existing and authorized paycheck deductions will continue during PPL. PPL, when aggregated with payments received from other sources, may not exceed 100% of the team member's base salary.

### **What happens to team member benefits such as health insurance and voluntary benefits during PPL?**

FMOL Health will maintain all benefits for an eligible team member during the PPL period on the same basis as coverage would have been provided had the team member been working during that time. The team member must continue to make any required contributions to the cost of such benefits.

### **What if a team member experiences a salary change while on leave?**

PPL payments will automatically increase or decrease as a team member's base compensation changes, provided that a retroactive base compensation change will not retroactively change the PPL payment amount.

### **Can I use other forms of paid time off with PPL?**

A team member who has other available time off benefits such as PTO, HOL, or ATO would not be required to use the other available benefit time



during periods where 100% of income replacement is covered by short term disability/EIT and/or paid parental leave.

After the four-week Paid Parental Leave is used, you may use additional accrued paid time.

**Does PPL run concurrently with other leaves?**

Yes, it runs concurrently with FMLA, short-term disability, and other applicable leave programs.

**What if a team member is also approved for short term disability during the same period as PPL?**

Team members enrolled in short term disability must use paid parental leave concurrently with short term disability payments for any portion of base pay not covered by short term disability during the initial 4 weeks of approved leave.

**Does the PPL have to be used all at once?**

It does not have to be used all at once but must be taken within 12 months of the qualifying event.

**In what increments can PPL be taken?**

Leave can be taken in full day increments or full week increments.  
One day = 8 hours. One week = 40 hours.

**What if I am not eligible for PPL?**

A team member who is not eligible for paid leave under this benefit because they do not meet the eligibility criteria and conditions may take unpaid time off for the birth, adoption, or foster care placement of a child pursuant to any leave rights they may have under FMLA or other applicable law.

**Is unused PPL paid out when a team member terminates employment with FMOL Health?**

No, any unused PPL will be forfeited and is not payable upon termination or resignation.



## How does a team member apply for PPL?

A team member should register and apply in the Lincoln Portal at [LincolnFinancial.com/FMOLHS](https://LincolnFinancial.com/FMOLHS) (Company Code: FMOLHS).

Chart of Examples

Case Example	Is Team Member eligible?
Team Member has been employed with FMOL Health for three (3) months and has a baby.	No, but team members may be eligible for an accommodation leave or state pregnancy leave, which is unpaid unless other approved time off benefits are available.
Team Member has been employed with FMOL Health for 18 months at the start of the requested leave and for the prior 12 months was in a part-time, non-benefits eligible role.	No, but the team member may be eligible for unpaid leave and can use other approved time off benefits if available.
Team Member has been employed with FMOL Health for more than one year in benefit eligible position and has a natural born baby.	Yes, birth mother can apply for FMLA and PPL with PPL running concurrently with any approved short-term disability in the same period to provide 100% income replacement for the initial 4 weeks.
Both parents of an adopted child have been employed with FMOLH Health for more than 6 months in a benefit eligible position.	Yes, each parent would be eligible for 4 weeks of paid parental leave either separately or concurrently within 12 months of the event. If a parent is approved for short term disability, 4 weeks of approved paid parental leave would run concurrently with any approved short-term disability in the same period.