

Family Forming

At Ecolab we're proud to support our associates and their growing families. Explore the variety of resources offered to help you grow and care for your family.

Planning	
Fertility	Our health plans include coverage for assisted reproductive services such as in-vitro fertilization and artificial insemination, including testing, treatment, medications and refills. Learn more.
Adoption Assistance	Ecolab provides reimbursement of eligible expenses associated with adopting a child. View the adoption assistance policy to learn more.
Cigna Healthy Pregnancies, Healthy Babies (HPHB)	Learn what you can do to achieve and maintain a healthy pregnancy. Enrolled participants will be paired with an expert specialist who assesses potential risks and, if needed, provides additional support and resources. View our brochure to learn more.

Employee Assistance Program (EAP)

The Ecolab EAP offers valuable support for you and your household as you grow your family. This includes counseling, support for issues related to family planning, parenting and family dynamics. Visit mycigna.com (employer ID: ecolab) or call 1.800.900.3791.



Growing	
Virtual Medical	Telemedicine is an affordable, convenient option for minor medical conditions and usually costs less than a traditional doctor's office or urgent care visit. Call 1.888.726.3171, log in to MDLIVEforCigna.com or download the MDLIVE app.
Comprehensive Benefits	Enroll your child in your Ecolab benefits within the first 31 days of birth or adoption and keep children on your coverage until they are 26. Log on to mybenefits.us.ecolab.com to enroll.
Beneficiaries	Update your beneficiaries to ensure loved ones are protected. <ul style="list-style-type: none"> Life Insurance: Log on to mybenefits.us.ecolab.com or call the Ecolab Benefits Center at 1.800.964.0265 Savings Plan: Visit netbenefits.com or call Fidelity at 1.800.835.5091 Pension: Call the Ecolab Pension Center at 1.877.854.6541 HSA Bank: Complete this form or call Cigna/HSA Bank at 1.800.900.3791
Short-Term Disability	Short-term disability benefits provides eligible birth mothers paid medical leave (typically 6-8 weeks). Learn more about filing a disability claim and our short-term disability policy .
Paid Parental Leave Policy	Parents, including spouses/domestic partners, can take six weeks of fully paid leave within the first year of a child's birth or adoption. Read the paid parental leave policy for specific details or learn more about filing a claim for parental leave.
MetLife Legal	MetLife Legal can help address common legal situations, including protecting your growing family. The plan provides access to expert guidance and tools you need to navigate a broad range of personal legal needs you may encounter in life. Find a participating MetLife attorney at legalplans.com or call 1.800.821.6400.
Dental Appointment	Consider making a dental appointment during your pregnancy. Research shows that women with gum disease may be at greater risk of giving birth to a preterm or low birth weight baby. Contact your dental provider to make an appointment.

Working	
Lactation Support	We are committed to providing a supportive environment to enable breastfeeding employees to express milk during work hours. Find out more about lactation support .
Milk Stork	Through our partnership with Milk Stork , nursing associates who need to travel can ship cold breast milk overnight to locations within the U.S. at no cost to the associate.
FlexWork	Our flexible work arrangements help you balance your work and family responsibilities. Explore options including adjusted work hours, job-sharing and part-time work. Flexibility can be in the form of hybrid work arrangements, an alternative work arrangement, or EveryDay Flexibility.
Childcare	With Tootris you can find quality care options to fit your specific family's needs with the largest childcare network. Through the portal or concierge support quickly find, enroll and pay for Child Care in a way that is convenient and affordable.