



# Leave of Absence

Ecolab offers several leave of absence programs for eligible associates, designed to provide income protection if you are out of work for various reasons. Explore the resources and links below.

## Types of Leave

<b>Family and Medical Leave (FMLA)</b>	If you've worked for Ecolab for at least 12 months and have 1,250 hours of work during the preceding 12 months, you are eligible for up to 12 weeks of unpaid, job-protected leave for certain family and medical situations through <a href="#">Family and Medical Leave (FMLA)</a> .
<b>Paid Parental Leave (PPL)</b>	Ecolab recognizes the importance of early and meaningful parent-child bonds. We offer six continuous weeks of paid leave to parents, including spouses/domestic partners, within the first year of the birth or adoption of a minor child. <a href="#">Learn more</a> .
<b>Short-Term Disability (STD)</b>	If you're unable to work due to illness or injury, Ecolab provides <a href="#">Short-Term Disability</a> pay to assist you for up to 26 weeks. Review the <a href="#">FAQ</a> for more information.
<b>Long-Term Disability (LTD)</b>	If you remain unable to work after 26 weeks on an approved short-term disability claim, you may be eligible for continued benefits under Long-Term Disability. For additional information, refer to the LTD summary plan description available on <a href="#">mybenefits.us.ecolab.com</a> in the My Resource Library.

## LEAVE OF ABSENCE

Process	
<b>How to Apply for Leave</b>	Before you apply, you must inform your Manager or HR Partner of your need for a leave. Once you receive approval, contact Aflac, our leave administrator, to start the application process. <a href="#">Click here</a> to learn how to apply for leave.
<b>Returning to Work: Required Form</b>	Complete this <a href="#">required form</a> prior to returning to work from a medical leave.
Resources	
<b>Employee Assistance Program (EAP)</b>	The Confide EAP can help you and your household members with expert advice, concierge support, and new apps and tools. <a href="#">Learn more</a> about how the Confide EAP can help.
<b>Homethrive</b>	Life is complicated. Caring for a loved one shouldn't be. Homethrive is available at no cost to you and is a whole new way to navigate the challenges of caring for a loved one who is aging or has special needs. <a href="#">Learn more</a> about what Homethrive has to offer.
<b>PerkSpot</b>	Access discounts on thousands of products and services with <b>PerkSpot</b> . Browse online to find everyday discounts on thousands of products and services. Visit <a href="http://perksforecolab.perkspot.com">perksforecolab.perkspot.com</a> or call 1.877.473.9297 for more information.
<b>Ida C. Koran Trust</b>	Ecolab understands unexpected hardships that can occur anytime. Whether it's sudden illness or medical disability, a medical emergency or addiction, or financial burden and more. The Unexpected Hardship Assistance Program provides financial relief to Ecolab associates through loans and grants to help manage through such times. Visit the <a href="#">Ida C. Koran Trust</a> to learn more about the resources available.
<b>Happify</b>	Take advantage of <b>Happify's</b> science-based app for access to activities and games that boost confidence, promote positivity, reduce stress, enhance mindfulness and well-being.