

Critical Caregiver Leave FAQs

What is Critical Caregiver Leave?

- DICK'S Sporting Goods recognizes that teammates may need to be absent from work to care for an immediate family member with a serious health condition. Critical Caregiver Leave allows up to 10 days of paid time off for that purpose.

Who is entitled to Critical Caregiver Leave?

- Full-time hourly and salaried teammates who have worked at least 12 months and a total of 1,250 hours preceding the requested leave.

Who is considered an immediate family member?

- Immediate family members are defined as: spouse, parents, child, stepchild, domestic partner and domestic partner's child(ren).

What is a serious health condition?

- Conditions that require inpatient care in a hospital, hospice or residential medical care facility
- Conditions that incapacitate a teammate's family member for more than three consecutive days and require ongoing medical treatment
 - Examples include but are not limited to conditions such as cancer, heart attacks, strokes, severe injuries, Alzheimer's disease and/or terminal diseases.

Are any health conditions excluded?

- Short term conditions for which treatment and recovery are brief
 - Examples include but are not limited to the common cold, influenza, earaches, upset stomach, headaches, etc.
- Pregnancy and/or childbirth (leave covered under short-term disability and parental leave policies)

Can I take the leave intermittently? In other words, can I take my 10 days in 1-day increments?

- Yes, for Critical Caregiver Leave beginning on or after January 1, 2025 you may take in at least 1-day increments. Half days and hours less than 1 full day are not permitted.

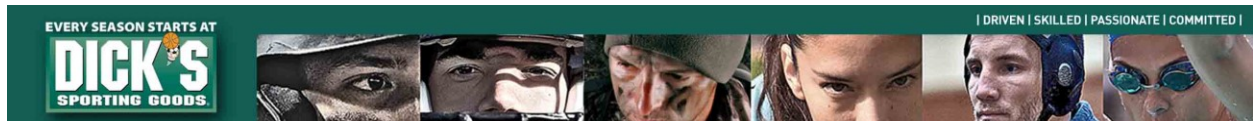
How often can I take Critical Caregiver Leave?

- Eligible teammates are entitled to receive up to 10 days of paid Critical Caregiver Leave in a rolling 12-month period.

How do I apply for the leave?

- Teammates must contact Lincoln Financial and file for a Critical Caregiver leave of absence. Medical certification from the family member's physician must be submitted then approved by Lincoln before pay is issued.

Note: pay may be delayed based on physician response time.

**How will I be paid?**

- Your 10 days of Critical Caregiver leave are paid at 100% of your standard hours and pay in effect prior to the leave. You will receive your leave benefit deposited in your savings and/or checking account, just like your bi-weekly pay checks.

Does Critical Caregiver Leave extend my 12 weeks of Family and Medical Leave Act (FMLA) time off?

- No. Critical Caregiver Leave will run concurrent with FMLA. It does not award an additional 10 days off.

Does Critical Caregiver Leave extend my state Paid Family Leave?

- Critical Caregiver Leave will run concurrent with state paid family leave. State paid family leave will offset Critical Caregiver Leave.

Will I pay for my benefits while I am on a leave?

- Benefit deductions will be withheld from your paychecks during the 10 days of Critical Caregiver Leave.

Will I accrue vacation time while I am on leave?

- Yes, you will accrue vacation time while you are on an approved leave of absence.

Whom do I call with questions?

- You can contact the Leaves of Absence Team at 727-273-4331 or loa@dcsg.com.