



K-C Maternity/Paternity FAQs

This document provides high-level FAQs about K-C's benefits for new or expecting parents. For more detailed information, access the [My K-C Benefits mobile app](#).

Family Building Support

Q1: What support do I have available for expanding my family?

A1: No matter where you are on your family building journey, Maven is here for you and your spouse/partner. Get 24/7 virtual access to top-rated providers via unlimited video appointments, messaging, and classes—all from the comfort of your home at no cost. To get started, go to mavenclinic.com/join/kc.

Q2: Who is eligible to receive support through Maven?

A2: All US employees and their spouse/partners are eligible for family building support through Maven at no cost (even if you aren't enrolled in a K-C Medical Plan).

Q3: When should I sign up for Maven on my family building journey?

A3: Maven provides support at every stage including preconception, fertility, pregnancy, and postpartum.

Q4: Can Maven support my return to work?

A4: Yes. Through Maven, you have access to:

- Dedicated specialists, including career coaches,
- Inclusive community, connecting with other parents,
- Classes and content, spanning a range of topics to support working parents,
- Lactation support,
- Childcare navigation, and more.

Parental Leave

Q5: Are there any restrictions for taking parental leave (bonding leave)?

A5: The benefit must be taken within 12 months of the birth and in a minimum of one-week increments (seven calendar days; may start on any day of the week).

Q6: Do I have to exhaust all personal floating holidays and vacation before using parental leave?

A6: No, you're not required to exhaust these benefits before taking parental leave.

Short-Term Disability (STD)

Q7: I'm a birth mom. When I start my maternity leave, is the time away considered an STD leave?

A7: It depends. If you elect to take time away to prepare for the arrival of your new family member, you'll need to use personal floating holidays or vacation. STD begins when you give birth or sooner if you're unable to work due to complications leading up to delivery. If you remain away from work after STD benefits end (typically six to eight weeks), paid parental leave will automatically begin unless you choose to return to work and take parental leave later, as long as it's taken within 12 months of the birth.



Q8: When do my STD benefit payments begin?

A8: Your STD benefit is payable beginning with your eighth calendar day of leave. The first seven days are called the STD elimination period during which time, benefits aren't payable. Your initial benefit payment will be issued on first available pay after Aflac, K-C's leave of absence vendor, receives confirmation of birth.

Q9: If my STD benefit payments don't begin until after a seven-calendar day elimination period, does that mean I won't get paid for the elimination period?

A9: Not necessarily. Paid sick leave will automatically be applied to your regularly scheduled workdays/shifts that occur during the elimination period. If you don't have enough sick leave balance to cover the entire elimination period, you may choose to use other time off (personal floating holidays, vacation) to receive pay during the elimination period. If you don't want to use any of your paid time off during the elimination period, you'll have the option of taking the time unpaid. When you file a claim for your STD leave and you don't have enough sick leave balance to cover the elimination period, you'll be asked if you want the remainder of the elimination period to be paid or unpaid.

Q10: What is the process for initiating STD benefits?

A10: Aflac administers K-C's disability and leave benefits. To initiate a claim:

- **By Phone:** Simply call Aflac at **833-351-0003**. Representatives are available Monday through Friday, 8 a.m. to 8 p.m. ET.
- **Online:** You can also file and manager your claim online through the Aflac portal. To access it without logging in or registering, open the My K-C Benefits mobile app and navigate to: Time Away > Disability > Access Aflac Account. Alternatively, you can visit the portal directly at kcleave.aflac.com to create an account and file your claim.

Q11: Am I eligible for STD and parental leave if I'm not enrolled in a K-C Medical Plan?

A11: Yes, all time away from work benefits are separate from K-C's Medical Plan.

Q12: If a holiday falls during my leave, does that extend my leave? For example, if Memorial Day falls during leave, would my leave be extended by one day?

A12: No, company-designated holidays that fall within a leave period don't extend the leave.

Q13: If I'm approved for 6 weeks of maternity leave, does my leave start at the beginning of the STD seven-calendar day elimination period or is it delayed by a week?

A13: Your 6-week maternity leave starts on the first day you're out of work, but your STD benefit payments won't start until week two. For example, let's say you start your 6-week maternity leave on April 17. Your 6 weeks of maternity leave begins on April 17, but your STD benefit payments won't start until April 24 because of the seven-calendar day elimination period.

Q14: Are FMLA, STD, and parental leave all coordinated using the same vendor? How do I juggle getting all this set up and timing lined up when the due date can move?

A14: Yes, they are all managed by Aflac. Aflac can outline the process and timing for you when you initiate a claim.

Q15: Who do I call if I have questions about my FMLA, STD, or parental leave benefits?

A15: Aflac administers K-C's disability and leave benefits. For questions, call Aflac at **833-351-0003**. Representatives are available Monday through Friday, 8 a.m. to 8 p.m. ET.



Family and Medical Leave Act (FMLA)

Q16: If I've been with K-C less than 12 months, do I still receive the 12 weeks of FMLA?

A16: You must have worked for K-C for at least 12 months (including service as a contractor) as of the date the leave is to begin, and you must have worked at least 1,250 hours during the 12-month period immediately preceding the date the leave is to begin.

Q17: If I worked for K-C previously for over a year, left K-C, and then came back, does my original period of employment count towards FMLA eligibility?

A17: Yes, if your prior service occurred within the past 7 years.

Q18: If I'm not eligible for FMLA when the baby is born, when I subsequently earn that service am I able to take FMLA after returning from parental leave?

A18: No, you must meet the requirements stated above prior to your leave start date.

Q19: Does FMLA run simultaneously with STD and parental leave?

A19: Yes, if you're eligible for FMLA, Aflac will automatically apply it simultaneously with both STD and parental leave.

Employee Assistance Program (EAP)

Q20: What benefits are available to new parents through K-C's EAP?

A20: K-C's EAP offers confidential assistance for a wide variety of everyday issues including support for life changes and parenting and family issues. SupportLinc administers the program, and it's offered free of charge to you and your dependents with 10 free confidential visits per eligible family member (per issue) each year. In addition to counseling, SupportLinc can also connect you to expert resources for help adjusting to your family's change in structure (e.g., dependent care).

[Click here](#) for more information on K-C's EAP.

Q21: Are there resources available with EAP on-demand?

A21: Yes, on the SupportLinc website or the SupportLinc mobile app, there's a variety of tools and resources available:

- On-demand training to boost wellbeing and life balance,
- Search engines, financial calculators, and career resources,
- Personalized coaching through Textcoach®,
- Digital, anonymous group support sessions on a variety of topics, and more.

Go to supportlinc.com and use group code kcc. Or download the SupportLinc (eConnect) mobile app.

Back-up Care

Q22: For back-up care, does the calendar year run from January to December or within one year of using the benefit?

A22: Back-up care is a calendar-year benefit that runs January through December. [Click here](#) for more information on back-up care.

Q23: Is back-up care part of medical insurance?

A23: No, back-up care is a separate benefit.



Hospital Indemnity

Q24: For the birth of a child, is Hospital Indemnity coverage separate from coverage under the medical plan for my hospital stay?

A24: Yes, Hospital Indemnity and coverage under the medical plan are separate. Hospital Indemnity pays a cash benefit if you or your covered dependents are hospitalized for childbirth. In addition, your newborn child(ren) will also receive a cash benefit.

Q25: What does the Hospital Indemnity Insurance cover for childbirth?

A25: [Click here](#) to access an example of how the coverage works depending on your situation.

Other

Q26: If I have a child this year, how do I add the child to my current insurance plan when annual enrollment doesn't happen until the fall?

A26: Having a child is a qualifying life event. You will have 30 days after the date of birth to add your child to your insurance coverage and it's effective retroactively to the date of birth.

Q27: Can I take unpaid leave as part-time to ease back into work after exhausting all other leave?

A27: No, unpaid leave is available in full-day increments, with a minimum of seven calendar days and maximum of 60 calendar days.

Q28: Are breast pumps covered under K-C's Medical Plan?

A28: Yes, if you're enrolled in a K-C Medical Plan administered by Anthem, the plan covers one standard breast pump per pregnancy when supplied by a participating doctor or durable medical equipment provider. For questions related to breast pump coverage through the K-C Medical Plan, contact Anthem at **866-873-4010**. Representatives are available Monday through Friday, 8 a.m. to 8 p.m. ET.