

2025 Maternity Short Term Disability Benefit FAQs

Maternity Short-Term Disability (STD) FAQ for Employees

What changes are happening in 2025?

- Additional Maternity STD pay is provided for weeks 2-6 or 2-8 (after a 7-calendar day waiting period) for the birthing parent.
- Additional Maternity STD pay does not extend a leave of absence. It increases the amount of pay after delivery.
- Maternity STD pay is determined by the type of birth – for a vaginal delivery, the disability period is 6 weeks; after a Cesarean section (C-Section) the disability period is 8 weeks.

When does the additional Maternity STD pay become effective?

- For births on or after 1/1/2025.

Who is eligible for the additional Maternity STD benefit?

- All active, Full-time Salaried Employees and Hourly Employees who are eligible for Salaried Benefits.

What if I became pregnant and was scheduled to deliver after 1/1/2025 but delivered in 2024?

- The additional Maternity STD pay is determined by date of delivery, on 1/1/2025 or later.

How does an Employee apply for additional Maternity STD pay?

- The Employee should call New York Life (NYL) toll-free at 1-888-842-4462 between 8:00 a.m. and 8:00 p.m. EST to file a claim.
- It is recommended that the Employee call NYL for first-time leave requests or go online to www.myNYLGBS.com
- If approved, the Employee is eligible to receive the additional Maternity STD pay.

I am a new hire. Am I eligible for additional Maternity STD pay?

- Employees are eligible for STD benefits on their date of hire. The additional Maternity STD benefit is available for births on or after 1/1/2025.

What if I have multiple births?

- If the Employee is on an approved leave, Maternity STD pay is provided based on the type of delivery regardless of multiple births, complications, etc. If a longer duration of leave is needed and the Employee continues to meet the definition of disability, the Maternity STD benefit will pay no more than through weeks 6 or 8 and then the benefit will return to the core or buy-up plan amount (as applicable.)

Who approves or denies additional Maternity STD pay, and how will I know if I'm approved?

- New York Life determines eligibility and approves or denies STD pay including any additional benefits on an individual basis.
- Employees should call or file online using the instructions above. Employees can check on the status of their claim using www.MyNYLGBS.com

How will I get paid?

- Additional Maternity STD payments will be paid by New York Life, by check or by Electronic Funds Transfer (EFT).
- If approved for the additional Maternity STD benefit, the Employee will receive two payments.
- The Employee will only need to complete the Electronic Funds Transfer form (EFT) once and this information will be used for all claim payments.

What happens to my other benefits while I am on STD?

- Most of the OSI Restaurant Partners, LLC Employee Benefit Plan group benefits will continue up to a maximum of 12 months while on an approved leave of absence. The Employee portion of any insurance premiums will be deducted from any paychecks received from Bloomin' Brands (BBI) during the leave. For any week(s) in which a paycheck is not received from BBI, for example when receiving STD pay, the Employee portion of any continued group insurance benefits must be paid upon receipt of a monthly invoice from our third-party arrears vendor, the Taben Group.

Where can I find additional information about the Maternity STD pay?

- <https://bloominbrandsbenefits.com/benefits/disability/>