

Atrium Health Maternity Pay Overview

For Maternity Leave Teammates 30 Standard Hours or More

As a part of the Parental Benefits, Atrium Health provides Maternity pay for qualifying teammates on a medical leave for the birth of their child. This pay benefit runs concurrently with both FMLA/Medical leave (non-paid) and Short-Term Disability payments. The Maternity pay is submitted to payroll by the HR Leave Administration team. Below are Approved FMLA and Medical leave examples to assist with time coding.

FMLA Leave Time Coding

Maternity Pay Example	Week 1	Week 2*	Week 3	Week 4	Week 5	Week 6	Week 7	Week 8	Week 9	Week 10	Week 11	Week 12
FMLA	X	X	X	X	X	X	X	X	X	X	X	X
*Maternity Pay from Atrium	100%	100%	40%	40%	40%	40%	n/a	n/a	n/a	n/a	n/a	n/a
Short-Term Disability Pay	n/a	n/a	60%	60%	60%	60%	n/a	n/a	n/a	n/a	n/a	n/a
PTO and/or Absent Time; PTO can only be used as of Week 7	n/a	n/a	n/a	n/a	n/a	n/a	X	X	X	X	X	X

Medical Leave Time Coding

Maternity Pay Example	Week 1	*Week 2	Week 3	Week 4	Week 5	Week 6
Medical Leave	X	X	X	X	X	X
Maternity Pay from Atrium	100%	100%	40%	40%	40%	40%
Short-Term Disability Pay	n/a	n/a	60%	60%	60%	60%
PTO and/or Absent Time	n/a	n/a	n/a	n/a	n/a	n/a

****Typically, the split in payments between Atrium Health and Short-Term Disability starts on Week 3. However, Teammates who have elected the Short-Term Disability Buy-Up will begin receiving split payments on Week 2.***

Additional Information

- As of January 2021, FMLA codes will no longer be available in Kronos. Continuous and intermittent leaves will be tracked in LeavePro.
- As of January 2021, PTO and Absence time will begin to be tracked in CORE Connect.
- Teammates are responsible for communicating their PTO preferences with their leadership, including when PTO payments should begin, and the amount of PTO they would like coded for each pay period.
- PTO cannot be used until Week 7 of Maternity Leave
- **In some cases, Short-Term Disability pay will extend beyond Week 6 and PTO cannot be coded until short-term payments have ended.**