

APPENDIX A



State of Georgia

Topic: Maternal Birth Leave (MBL) and Paid Parental Leave Interaction with Short-Term Disability (STD)

Purpose: outline how the STD policy will interact with the SOG Maternal Birth Leave and Paid Parental Leave for both birth and non-birth parents

Policy: 642967

Policy Language Applicable: Limitations

(B under the above provision in Certificate of Insurance)

Sick Leave, Donated Leave, Special Injury Leave, or Any Other Salary Continuation

Effective July 1, 2026, the Standard amended its STD certificate/policy regarding Sick Leave, Donated Leave, Special Injury Leave or Any Other Salary Continuation to state:

*No STD Benefits will be paid for Eligible Employees (excluding members of the General Assembly, Constitutional Officers, and employees of an appropriate Judicial Branch) for any period when you are receiving sick leave, donated leave, special injury leave, or any other salary continuation (but not vacation pay, **Paid Parental Leave** or **Maternal Birth Leave**) from your Employer.*

(The above language would apply to any of SOG's paid leave programs if disability were involved at the same time.

Basic Information: Short-Term Disability may be payable during the antepartum period and/or postpartum period associated with pregnancy disability for eligible birth parents.

Effective July 1, 2026:

Birth Parent during disability:

During the period of disability for childbirth, if eligible, The Standard would pay the disability benefit if the claimant is receiving income from Paid Parental Leave and/or Maternal Birth Leave.

Birth Parent after disability ends:

Following the end of the disability period, the Paid Parental Leave would not impact the STD benefit.

Non-birth parent after disability ends:

Paid Parental Leave would not interact with Standard, as no disability benefit is involved.

Non-birth Parent No disability:

Paid Parental Leave would not interact with Standard, as no disability benefit is involved.

Has the Standard changed how the STD policy interacts with the SOG Paid Parental Leave?

Yes, effective July 1, 2026, the STD policy has been amended. Eligible employees can receive STD benefits while receiving Paid Parental Leave.

**** Important Point of Interest**

An employee can receive monies for STD benefits, PPL and/or MBL at the same time.