

## SAN FRANCISCO ELECTRICAL WORKERS HEALTH & WELFARE PLAN

To: All Participants in the SFEW Health & Welfare Plan  
From: Board of Trustees of the SFEW Health & Welfare Trust  
Re: Supplemental Parental Leave and Pregnancy Leave Benefit Clarification  
Date: May 15, 2023

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This Notice clarifies the conditions for receipt of the SFEW Health & Welfare Plan's Supplemental Parental Leave and Pregnancy Leave benefits, with updated eligibility rules commencing, effective June 1, 2023.

Since the Board of Trustees announcement of the Pregnancy Leave Benefit in March 2023, the Board has reviewed administrative issues arising from the integration with this benefit and other State-conferred and Plan benefits, particularly the Plan's Long-Term Disability Benefit and Supplemental Parental Leave Benefit.

The Board has approved the following clarifications:

- (1) Participants will not be eligible for either the Long-Term Disability or the Supplemental Parental Leave Benefit during the same time period for which Pregnancy Leave Benefits are paid.
- (2) Participants receiving the Pregnancy Leave Benefit will not be eligible for the Supplemental Parental Leave Benefit until after the Pregnancy Leave Benefit is exhausted.
- (3) The Pregnancy Leave Benefit does not require Participants to be disabled due to pregnancy or after the birth of their child; however, Participants must not be working during the pregnancy and post-partum period while receiving the benefit.
- (4) The Pregnancy Leave Benefit is provided to eligible Participants for up to 20 weeks, limited to the 12-month period ending 3 months following the expected due date.

**If you are currently receiving Pregnancy Leave Benefits, your benefits may be impacted by these clarifications which go into effect on June 1, 2023.**

If you have questions about any of the benefits, please call EISB at (415) 263-3670.