



CareDx Parental Leave

February 2025

Kristin J, Stem Cell and Double Lung Recipient



Agenda

Topic	Speaker(s)
Intro	Brooke Avery
CareDx Leave Policy	Kathleen Ngo
Unum Overview	Adam Bruce
Unum Demo	Kierra Maggi
Q&A	HR & Unum

CareDx Parental Leave Policy



- Employees receive paid time off following birth, adoption, or foster placement.
- **Birthing parents:** 8 weeks paid medical leave + 4 weeks parental bonding leave (Total: 12 weeks).
- **Non-birthing/adopting parents:** 4 weeks of paid parental bonding leave.
- Leave must be used within the first year of birth, adoption, or placement.
- Runs concurrently with any other available leave under local law.
- Employees must have 90 days of employment before being eligible.

Wage Replacement

Type	Amount
California SDI	70% to \$1,681/week
Unum STD	60% to \$2,885/week

- Unum's STD policy will "Offset" by what you receive or are entitled to receive by any statutory state (IE State with a Disability program)
- When filing your Claim/Leave on the Total Leave portal, there will be a "Task" that includes information on the statutory plan and benefit you are eligible for based on your work location. The Task will include a link to the state's site, so you may file directly with the state, as well as information on the benefit.
- If you do not file online or if you opt out of digital updates, you will receive a statutory flyer in your eligibility notice that is mailed to your home address on file 0% to \$2,885/week after you initiate your leave.
- Unum administers NY DBL/PFL and NJ TDB, so if you work in those states you may file with Unum directly.

Resources

Total Leave Portal includes a Planning and Resource Guide, which advises you on how to file, what information to have readily available for a seamless experience.

Eligibility and Leave Options:

- When in the Total Leave Portal, you can review the various tabs: Summary, Available Time, Employer Benefits to learn more about your Leave and Benefits
- The Calendar View also is a very helpful tool to outline Paid Time off vs Job Protected Time Off
- You can also utilize the “Live Chat” feature to chat with an agent regarding any inquiries you might have
- You can also “Schedule a Call” to schedule to receive a call by an agent for a time that works best for you

Please visit CareDx’s Strive Benefits website where informational flyers on how to Navigate the system:

<https://app.strivebenefits.com/caredx/leave-of-absence>

STD

Short Term Disability: *Income protection while you are out of work due to an approved injury or illness.*

- Elimination Period: 7 days
- Benefit: 60% to \$2,885/week
- Benefits are payable up to 12 weeks or as long as they are medically supported
- A Medical Statement is required at the time of claim to verify your disability and also substantiate the duration of your disability

Maternity Benefits are payable:

- up to 6 weeks for a vaginal delivery
- up to 8 weeks for a C-section

After Disability has ended, you would transition to Paid Medical + Bonding Leave (Total 12 weeks)

Live Demo

Q&A