

# State Disability and Medical Leave Matrix

## Arkema and the state in which you work support you in the event that you cannot work due to a disability.

Review the table below for information on how you will be paid in the event you are disabled. This includes information on **your state's policy**, **how Arkema supplements your state's policy (if at all)**, **action required from you**, and **links to learn more about your state's coverage**.

State	State Disability	Arkema Disability	Required Action	State Contact Information
<b>California</b> <i>(not including San Francisco)</i>	California Pregnancy Disability Leave (PDL) California State Disability Income (CA SDI)	Arkema supplements your state benefits where any portion of your Arkema short-term disability benefits overlap. This includes any waiting period once you provide a copy of your state award letter showing benefit approval.	Contact Lincoln Financial Group (LFG) to apply for FMLA and then apply for benefits on the state website. Provide the state benefit award letter to HR to calculate your supplement.	General: <a href="http://edd.ca.gov/Disability">edd.ca.gov/Disability</a>  Disability: <a href="http://edd.ca.gov/en/disability/disability_insurance">edd.ca.gov/en/disability/disability_insurance</a>
<b>Colorado</b>	Colorado Family and Medical Leave Insurance (FAMLI)	Arkema supplements your state benefits where any portion of your Arkema short-term disability benefits overlap. The differential is paid once you provide a copy of your state award letter showing benefit approval.	Contact Lincoln Financial Group (LFG) to apply for FMLA and then apply for benefits on the state website. Provide the state benefit award letter to HR to calculate your supplement.	<a href="http://famli.colorado.gov">famli.colorado.gov</a>
<b>Connecticut</b>	CT Paid Family and Medical Leave Act (PFMLA)	Arkema supplements your state benefits where any portion of your Arkema short-term disability benefits overlap. The differential is paid once you provide a copy of your state award letter showing benefit approval.	Contact Lincoln Financial Group (LFG) to apply for FMLA and then apply for benefits on the state website. Provide the state benefit award letter to HR to calculate your supplement.	<a href="http://ctpaidleave.org">ctpaidleave.org</a>
<b>Massachusetts</b>	Massachusetts Paid Family and Medical Leave (MA PFML)	Arkema supplements your state benefits where any portion of your Arkema short-term disability benefits overlap. The differential is paid once you provide a copy of your state award letter showing benefit approval.	Contact Lincoln Financial Group (LFG) to apply for FMLA and then apply for benefits on the state website. Provide the state benefit award letter to HR to calculate your supplement.	<a href="http://www.mass.gov/orgs/departments-of-family-and-medical-leave">www.mass.gov/orgs/departments-of-family-and-medical-leave</a>
<b>Oregon</b>	Paid Leave Oregon: Medical Leave	Arkema supplements your state benefits where any portion of your Arkema short-term disability benefits overlap. The differential is paid once you provide a copy of your state award letter showing benefit approval.	Contact Lincoln Financial Group (LFG) to apply for FMLA and then apply for benefits on the state website. Provide the state benefit award letter to HR to calculate your supplement.	<a href="http://paidleave.oregon.gov/employees/overview.html">paidleave.oregon.gov/employees/overview.html</a>
<b>New Jersey</b>	New Jersey Temporary Disability Insurance (NJ TDI)	Arkema supplements your state benefits where any portion of your Arkema short-term disability benefits overlap. The differential is paid once Lincoln Financial Group (LFG) approves your state disability claim.	Contact Lincoln Financial Group to apply for NJ Temporary Disability Benefits.	NJ disability benefits are provided through a private plan insured through Lincoln Financial Group (LFG). Please contact LFG to claim NJ state disability benefits.
<b>New York</b>	New York Disability Benefit Law (NY DBL)	Arkema pays your full short-term disability benefits through payroll, including any NY disability benefit where benefits overlap. If only NY disability benefits are payable, Lincoln Financial Group (LFG) will pay the employee directly.	Contact Lincoln Financial Group to apply for NY Disability Benefits.	NY disability is paid by Lincoln Financial Group (LFG) through a private plan. Contact LFG to claim benefits.
<b>Washington</b>	Washington Paid Family & Medical Leave	Arkema supplements your state benefits where any portion of your Arkema short-term disability benefits overlap. The differential is paid once you provide a copy of your state award letter showing benefit approval.	Contact Lincoln Financial Group (LFG) to apply for FMLA and then apply for benefits on the state website. Provide the state benefit award letter to HR to calculate your supplement.	<a href="http://paidleave.wa.gov">paidleave.wa.gov</a>

# State Family and Parental Leave Matrix

**Arkema and the state in which you work support you in the event that you need to take leave to bond with a child. State benefits also allow you to care for a sick family member.**

Review the table below for information on how you will be paid in the event you will need time away from work. This includes information on **your state's policy**, **Arkema's policy**, **action required from you**, and **links to learn more about your state's coverage**.

State	State Leave	Arkema Leave	Required Action	State Contact Information
<b>California</b> <i>(not including San Francisco)</i>	California Family Rights Act (CFRA) California's Paid Family Leave Program (CA PFL)	Arkema supplements your state benefits where any portion of your Arkema parental leave benefits overlap. Where state benefits exceed the time Arkema offers, you receive benefits from the state only.	Contact Lincoln Financial Group to request Arkema parental leave benefits. Apply for benefits using the state website.	General: <a href="http://edd.ca.gov/Disability">edd.ca.gov/Disability</a> Leave: <a href="http://edd.ca.gov/en/disability/paid-family-leave">edd.ca.gov/en/disability/paid-family-leave</a>
<b>Colorado</b>	Colorado Family and Medical Leave Insurance (FAMLI)	Arkema supplements your state benefits where any portion of your Arkema parental leave benefits overlap. Where state benefits exceed the time Arkema offers, you receive benefits from the state only.	Contact Lincoln Financial Group to request Arkema parental leave benefits. Apply for benefits using the state website.	<a href="http://famli.colorado.gov">famli.colorado.gov</a>
<b>Connecticut</b>	CT Paid Family and Medical Leave Act (PFMLA)	Arkema supplements your state benefits where any portion of your Arkema parental leave benefits overlap. Where state benefits exceed the time Arkema offers, you receive benefits from the state only.	Contact Lincoln Financial Group to request Arkema parental leave benefits. Apply for benefits using the state website.	<a href="http://ctpaidleave.org">ctpaidleave.org</a>
<b>Massachusetts</b>	Massachusetts Paid Family and Medical Leave (MA PFML)	Arkema supplements your state benefits where any portion of your Arkema parental leave benefits overlap. Where state benefits exceed the time Arkema offers, you receive benefits from the state only.	Contact Lincoln Financial Group to request Arkema parental leave benefits. Apply for benefits using the state website.	<a href="http://www.mass.gov/orgs/departments-of-family-and-medical-leave">www.mass.gov/orgs/departments-of-family-and-medical-leave</a>
<b>Oregon</b>	Oregon Family Leave Act (OFLA) Paid Leave Oregon: Family Leave	Arkema supplements your state benefits where any portion of your Arkema parental leave benefits overlap. Where state benefits exceed the time Arkema offers, you receive benefits from the state only.	Contact Lincoln Financial Group to request Arkema parental leave benefits. Apply for benefits using the state website.	<a href="http://paidleave.oregon.gov/employees/overview.html">paidleave.oregon.gov/employees/overview.html</a>
<b>New Jersey</b>	New Jersey Family Leave Insurance (NJ FLI)	Arkema supplements your state benefits where any portion of your Arkema parental leave benefits overlap. Where state benefits exceed the time Arkema offers, you receive benefits from the state only.	Contact Lincoln Financial Group to request Arkema parental leave benefits. Apply for benefits using the state website.	Paid Family Leave: <a href="http://nj.gov/labor/myleave/benefits/worker/fli">nj.gov/labor/myleave/benefits/worker/fli</a>
<b>New York</b>	New York Paid Family Leave (NY PFL)	Arkema works with Lincoln Financial Group to administer company and state benefits through a private plan. When Arkema parental leave benefits overlap with state benefits, Arkema pays benefits directly through payroll. Lincoln Financial Group (LFG) will pay benefits where only NY family leave is payable. Union hourly employees receive NY paid family leave benefits only payable from Lincoln Financial Group.	Contact Lincoln Financial Group to request Arkema parental leave benefits and apply for NY paid family leave benefits through Lincoln Financial Group.	Contact Lincoln Financial Group to apply for NY family leave and Arkema parental leave benefits. NY paid leave benefits are offered through a private plan with Lincoln Financial Group (LFG).
<b>Washington</b>	Washington Paid Family & Medical Leave	Arkema supplements your state benefits where any portion of your Arkema parental leave benefits overlap. Where state benefits exceed the time Arkema offers, you receive benefits from the state only.	Contact Lincoln Financial Group to request Arkema parental leave benefits. Apply for benefits using the state website.	<a href="http://paidleave.wa.gov">paidleave.wa.gov</a>