

Appendix 2 - Benefit and Employment Status During Family and Medical Leaves

	Family/Medical Leave (FMLA)	Supplemental Family/Medical Leave	Short Term Family Leave
Duration Of Leave	Up to 12 weeks during the rolling twelve (12)-month period measured backward from the date the employee begins any family/medical leave	Up to 4 weeks during the rolling twelve (12)-month period measured backward from the date the employee begins any family/medical leave	Up to four (4) hours in any thirty (30)-day period not to exceed twenty- four (24) hours within a rolling twelve (12)-month period measured backward from the date the employee begins any Short Term Family Leave
Years Of Service (Seniority) Retained	Yes	Yes	Yes
Required To Use CTO During Leave	No	No	No
Required CTO Cash Out While On Leave	No	No	No
Retain ESB Bank While On Leave	Yes	Yes	Yes
Retain Life And Short Term And Long Term Disability Coverage While On Leave	Yes	Yes	Yes
Retain Medical, Dental, Vision And Reimbursement Accounts While On Leave	Yes	Yes	Yes
COBRA Benefits While On Leave	No	No	No

Personal And/Or Employer Contributions In 403(b) Plan Continue While On Leave	Yes, if CTO, ESB or Short term disability payments are made through Payroll. No, if leave is unpaid or payments are made through LTD or Workers' Compensation.	Yes, if CTO, ESB or Short term disability payments are made through Payroll. No, if leave is unpaid or payments are made through LTD or Workers' Compensation.	Yes if CTO is used
Job Held While On Leave	Yes	Yes	Not Applicable
Returned To Equivalent Or Former Position Upon Return	Yes	Yes	Not Applicable
Go Through Re-Hire Process To Return To Work	No, required to return to former or equivalent position upon return from FMLA	No	Not Applicable

