

Benefits for What Matters Most



PAID Time Off *for New Moms and Dads*

At UTC, new parents — moms and dads — can relax knowing they can take time away from work to bond with new children while still providing for their families.

Two generous leave benefits are available to eligible UTC employees*

Birth & Adoption Leave

Up to **8 weeks** of paid time off
(with benefits)

For

- Birth mothers**
- Moms or dads who are the primary caregiver in a new adoption, legal guardianship of a child under age 18 or when receiving a surrogate child

Parental Leave

Up to **4 weeks** of paid time off
(with benefits)

For

- Birth mothers**
- Moms and dads who legally adopt a child, become legal guardians of a child under age 18 or receive a surrogate child
- Spouses/domestic partners of birth mothers

When employees are eligible for both leaves, they can take a total of **12 weeks** of paid time off

*Salaried and hourly management represented employees based in the U.S.

** Birth mothers of surrogate children are not eligible for birth & adoption or parental leave. However, they may be eligible for short-term disability (STD) benefits.



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Supporting You and Your Family

At UTC, our benefits help individuals make the connections for their best health—body, mind and wallet.



Healthy Body

Programs and benefits to stay strong, healthy and full of energy



Healthy Mind

Resources for peace of mind when dealing with situations we all face from time to time



Healthy Wallet

Support and tools for a financially healthy today and tomorrow



Healthy You!



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