



October 26, 2022

RE: Integrated Leave & Disability Benefits in 2023

Beginning in January 2023, New York Life will be managing leaves of absence for all US Briggs & Stratton employees. Here's what you need to know:

1. When you are going to miss more than three (3) days of work due to a sickness or injury, **call 888-842-4462**.
2. If you are a **full-time employee**, New York Life will streamline your request and verify your leave of absence and disability benefits at the same time.
  - **Short-term disability benefits:** provides income if you are temporarily disabled due to a sickness or injury and you will be able to return to work before 180 days.
  - **Long-term disability:** Offers you additional protection if you are disabled and unable to work for an extended amount of time beyond 180 days.
3. All **disability benefit payments** will be paid by New York Life and not Briggs & Stratton's Payroll department.
4. New York Life's medical management team will work together with your physician and your Human Resources representative to help you come **back to work** as soon as possible.

Effective January 1, 2023, Briggs & Stratton will be changing the FMLA calculation method. Please review the notice on the next page.

Best regards,

Your Benefits Department

## **Employee notice regarding change in federal FMLA calculation method**

The federal Family and Medical Leave Act (FMLA) provides eligible employees with 12 work weeks of qualifying leave within a 12-month period. Effective January 1, 2023, Briggs & Stratton's method for calculating the 12-month period will change from a rolling 12-month method to the calendar year method. This announcement fulfills the requirement to provide 60-days' notice of the change to all employees.

Briggs & Stratton has partnered with New York Life's FMLA/leave administration for all leaves beginning on or after January 1, 2023. This partnership has enabled us to re-examine and re-align our policies and provide a more efficient service delivery. The calendar year 12-month measurement period will provide better coordination between State and Federal leave calculations.

### **Current federal calculation method**

The current method of calculating an eligible employee's 12-week entitlement under federal FMLA is a "rolling" 12-month period measured backward from the date an employee first uses any FMLA leave. With this method, the process would be to "count or look backwards" for 12 months from any given "request date" and total the amount of FMLA used (if any), subtract from the 12-week maximum.

### **New federal calculation method**

Effective January 1, 2023, Briggs & Stratton's method for calculating the 12-month period will change to the calendar year method. With this method, all eligible employees are entitled to 12 weeks of protected leave each year between January 1 and December 31. The 12-month period measured looking back 12 months from January 1, 2023. Employees still need to have worked 1,250 hours in that calendar year in order to be eligible for FMLA benefits.

During this transition, any employee request for federal FMLA leave will be calculated in the manner that provides the employee with the most protection under the law. In other words, during this transition period between the 12-month "rolling" measuring method previously used and the new calendar year method, Briggs & Stratton will review employee eligibility for a leave and the amount of leave available to the employee in a manner that provides the employee with the greatest benefit available. After the transition, the FMLA calendar year method will apply.

### **Wisconsin FMLA Calculation Method**

Per Wisconsin law, leave entitlements under Wisconsin's Family and Medical Leave will continue to be calculated on a calendar year beginning on January 1 and ending on December 31 of each year. There is no change to this calculation method.

During the transition period, employees currently using their federal FMLA entitlement will not be impacted as a result of the change in calculation method.

If an employee has questions regarding this FMLA policy or this change, please contact the Briggs & Stratton Benefits Department. Additionally, if an employee wishes to review this notice at a later time, it will be accessible on the Briggs & Stratton Benefits App at

<https://briggsstratton.mybenefitsapp.com/>.