


Your Parental Leave Checklist

What to do when taking parental leave and helpful tips to consider

We understand how busy you are and how wonderful, yet stressful, this time can be, so we've prepared this parental leave checklist to make your life easier. It explains what you need to do before your child arrives, after your child arrives and when you are ready to return to work.

 The items with a checkbox are required steps.

 The items with an arrow are helpful tips to consider.

TYPES OF LEAVE FOR NEW PARENTS



Parental Leave

Employees who are parents through biological birth, adoption, surrogacy or foster care placement are eligible to take time off from work and receive 100% of base pay for up to four weeks (20 business days). You may take this time all at once, or in one-day increments for up to one year following the baby's date of birth or new child event (e.g., adoption date).



Pregnancy Leave

Employees who are birthing mothers are eligible to receive 100% of base pay from the date of delivery for up to eight weeks (40 business days) in addition to the four weeks (20 business days) of parental leave for a total of 12 weeks (60 business days).

Please note that these leaves run concurrent with disability benefits and applicable statutory leaves (e.g., family medical leave).

BEFORE YOUR CHILD ARRIVES

- ❑ Call The Hartford, our parental leave administrator, at **866.262.7316** to let them know when you expect your new child to arrive by birth or adoption. Or, you may submit the notification online at **AbilityAdvantage.TheHartford.com**. The first time you visit the site, select the new user registration option and follow the instructions to complete the notification.
- ❑ Notify your manager as soon as possible, at least 31 days before you expect your new child to arrive.
- ❑ For birthing parents eligible for state disability or pregnancy benefits, you will need to file a paid medical leave claim with your work state. Employees who work in the following states should file for paid medical leave (or temporary disability benefits) with your work state: California, Colorado, Connecticut, Delaware (beginning January 1, 2026), District of Columbia, Maine, Maryland (beginning January 1, 2026), Massachusetts, Minnesota (anticipated to begin January 1, 2026), New Jersey, Oregon, Puerto Rico, Rhode Island and Washington. Additional statutory programs are anticipated to become available. If you work in Hawaii or New York, The Hartford will assist with processing your state claim.

HELPFUL TIPS TO CONSIDER

- Take advantage of special medical plan benefits for expectant moms. Call your **carrier** directly to learn about additional resources.
- Our **Employee Assistance Program (EAP)** offers a new child kit as well as an adoption assistance kit when you use the Family Source services. These services include information about parenting classes, lactation coaches, care options, highest rated car seats/baby equipment, mommy/daddy and me classes, multiple-birth discount options and several other resources. Visit **GuidanceResources.com** (enter AECOM as the company code to register if it's your first visit). Or call ComPsych, our EAP provider, **866.501.7962**. You can also **search** for local caregivers.
- If you have a **dependent day care flexible spending account (FSA)**, you are eligible to submit expenses incurred up to the date your leave begins.
- If you are enrolled in commuter benefits, you are eligible to submit expenses incurred up to the date your leave begins. You have 30 days after each month end to submit expenses incurred while actively working.

AFTER YOUR CHILD ARRIVES

Checklist for Birthing Parents

- ☐ As soon as possible after your child's birth, call The Hartford at **866.262.7316** to let them know your child has arrived.
- ☐ Employees who work in a state with a statutory temporary disability benefit or paid medical leave will need to apply for benefits with the state and, if eligible for the state plan, will receive a portion of their short-term disability (STD) benefit from both The Hartford and the state. A portion of your benefit payment is processed through AECOM payroll — typically this occurs during weeks one and eight of pregnancy leave but may vary.
- ☐ You do not need to complete a timesheet during pregnancy leave or parental leave unless the following situations apply:
 - If your leave begins in the middle of a work week, you need to complete a timesheet for any time worked. If you are on a salary plan, you will need to use an LWOP code for the hours you did not work: see timesheet requirement under "Checklist for Non-Birthing Parents."
 - If you need to be out on leave prior to delivery, you may use Paid Time Off (PTO), Flexible Time Off (FTO) or Legacy Sick Time, as applicable, during the five-business-day STD waiting period. If you work in Colorado, do not use any FTO or PTO.
 - Beginning on the date of delivery, do not use PTO or FTO.
- ☐ If there are any changes associated with your leave, call The Hartford at **866.262.7316**. Notify The Hartford in a timely manner to avoid a delay of benefit payment.
- ☐ Parental leave is processed immediately after the eight-week pregnancy leave period, unless you notify The Hartford that you are returning to work and plan to take parental leave at another time.
- ☐ **IMPORTANT:** You pay for your benefit premiums through direct billing. You will receive a monthly invoice and payment instructions from the AECOM Benefit Service Center. You may also go to myaecombenefits.com to view and pay your bill.

Checklist for Non-Birthing Parents

- ☐ As soon as possible, call The Hartford at **866.262.7316** to let them know your child has arrived.
- ☐ Provide your child's arrival date and submit documentation of birth, adoption or foster care placement.
- ☐ Provide the dates that you plan to take parental leave to The Hartford. Parental leave may be taken continuously or intermittently and must be taken in full-day increments. For employees who work a part-time schedule, the full-day increment will be prorated. The Hartford notifies the AECOM LOA Benefits Group once dates of parental leave are approved.
- ☐ The following information explains timesheet requirements:
 - If you are a non-exempt employee, you do not need to complete a timesheet.
 - If you are an exempt employee, you will need to complete your timesheet using the appropriate timesheet code below based on your business group:
 - Corporate - charge code: 03001001 (LWOP), Task code: 82 (Parental), Type: Approved LWOP*
 - DCS - charge code: 04101001 (LWOP), Task code: 82 (Parental), Type: Approved LWOP*
 - CM - charge code: 05191001 (LWOP), Task code: 82 (Parental), Type: Approved LWOP*

**The LWOP code is a placeholder and does not generate a benefit payment. The benefit is processed when the AECOM LOA Benefits Group receives the approval notification from The Hartford.*
- ☐ If there are any changes associated with your leave, call The Hartford at **866.262.7316**. Notify The Hartford in a timely manner to avoid a delay of benefit payment.

ATTENTION NEW PARENTS

If you want to add your child to your AECOM medical, dental and/or vision coverage, **you must do so within 31 days of the date of your child's birth or adoption.** You do not have to wait until you receive your child's birth certificate or Social Security number. To enroll your child, please call the AECOM Benefits Service Center at **844.779.9567** or log into myaecombenefits.com.

HELPFUL TIPS TO CONSIDER AFTER YOUR CHILD ARRIVES

- If you are a birthing parent on leave or a birthing or non-birthing parent on a continuous federal or state leave for baby bonding, you pay for your benefit premiums through direct bill. You will receive a monthly invoice for any eligible enrolled benefits.
- If you are a birthing parent on leave or a parent on a continuous federal or state leave, your dependent day care flexible spending account (FSA) and commuter benefit contributions will stop.
- Health savings account (HSA) deductions are not collected through direct billing. You may make after-tax HSA contributions directly to Bank of America Merrill Lynch (BAML), and then adjust this contribution to pre-tax when filing your taxes (as tax regulations allow; consult with your tax expert for more information). You may also adjust your HSA deduction amount upon your return from leave.
- You may want to apply for or increase supplemental life insurance coverage. Visit myaecombenefits.com or call the AECOM Benefits Service Center at **844.779.9567**. Remember that you must do so within 31 days of your child's birth or adoption.
- You may want to update your beneficiary for your life insurance. Visit myaecombenefits.com or call the AECOM Benefits Service Center at **844.779.9567**.
- If the dates of your leave change or are altered from the original dates you reported to The Hartford, please make sure you notify your manager AND The Hartford so that your hours may be paid in a timely manner.
- To help you maintain a work-life balance, AECOM provides a variety of benefits to assist with transitioning back to work from a pregnancy or parental leave. Have a conversation with your manager about **Freedom to Grow** arrangements that best serve the needs of your clients and team and allow you to plan for yourself and your family.



STATE PROGRAMS FOR FAMILIES

Some states offer paid and unpaid family leave benefits in addition to AECOM paid pregnancy and parental leave benefits:

- State-paid family leave benefit programs are typically used after AECOM parental leave benefits. Do **not** apply for state family leave benefits at the same time that you are using the AECOM parental leave benefit. (See exception below for those working in New York.)
- If you work in California, Colorado, Connecticut, Delaware (beginning January 1, 2026), District of Columbia, Maine, Maryland (beginning January 1, 2026), Massachusetts, Minnesota (anticipated to begin January 1, 2026), New Jersey, Oregon, Puerto Rico, Rhode Island or Washington, contact your state agency regarding family leave benefits.
- If you work within the city of San Francisco, please contact LOA@aecom.com.
- If you work in New York, please contact The Hartford to apply for New York Paid Family Leave (NYPFL) benefits. AECOM Parental Leave and NYPFL run concurrent for the first four weeks.
- You need to contact The Hartford to provide notice that you are using additional leave. If The Hartford informs you that you do not have any other leave options available, this does not include the state-administered programs. You will need to contact the state agency to inquire about your eligibility for the state benefit program.
- If you work in Colorado, Connecticut or Massachusetts: The state will notify AECOM of the dates of your approved leave.
- If you work in any other state: When you receive an approval notification from your state, please email the dates that you have been approved for the state program to LOA@aecom.com.
- Additional statutory programs are expected to become available.

WHEN YOU ARE READY TO RETURN TO WORK

- ☐ If you are returning from continuous leave for baby bonding, please email LOA@AECOM.com with your return to work date.
- ☐ If you are returning from medical leave, submit the AECOM Return to Work Release to LOA@AECOM.com before you return to work.
- ☐ If you would like to request a flexible work arrangement under **Freedom to Grow**, talk to your manager and HR Partner.
- ☐ If you wish to express breast milk at work, please talk to your HR Partner. You may request a reasonable accommodation for lactation, which may include increased break time and privacy.

HELPFUL TIPS TO CONSIDER

- Explore the helpful family resources available through our **Employee Assistance Program (EAP)**. You can get help finding childcare, house cleaning and other services that help you manage your new day-to-day life. Visit [GuidanceResources.com](https://www.guidanceresources.com) and enter AECOM as the company code to register if this is your first time using the site. You can **search** ComPsych's local caregiver database at any time. Or call ComPsych, our EAP provider, at **866.501.7962**.
- Review and update your benefits upon your return to work. Visit myaecombenefits.com or call the AECOM Benefits Service Center at **844.779.9567** within 31 days of your return to work date.
 - Consider enrolling or re-enrolling in the **dependent day care flexible spending account (FSA)**.
 - Consider enrolling or re-enrolling in the **Commuter Benefits** program.
 - Consider adjusting your HSA contribution amounts, if applicable.



IF YOU NEED ASSISTANCE

If you have questions about taking leave, call The Hartford at **866.262.7316**.

For answers to frequently asked questions, see the [Paid Parental Leave FAQs](#).

If you need additional assistance, please email: LOA@AECOM.com.

To learn about all your AECOM benefits, visit aecombenefits.com (no login is required).

To access your personalized benefits information and manage your benefits online, visit myaecombenefits.com.

If you have questions about or need assistance with your benefits, call the **AECOM Benefits Service Center** at **844.779.9567** (+ 1 312.843.5091 outside the U.S.), between 8 a.m. and 8 p.m. Central Time, Monday through Friday.