



# disability benefits

## overview

### Short-Term Disability Plan

(coordinates and runs concurrent with any federal, state or local paid leave laws)

The Short-Term Disability Plan provides benefits to replace up to 100% of your regular pay when you are unable to work due to qualifying reasons. There are several distinct types of benefits, each with separate, distinct time banks.

#### Short-term disability benefit

Wage replacement for **illness, injury** and **pregnancy-related absences**, including to **give birth** and to visit a primary care provider to receive **preventive care**. No waiting period.

#### Bonding benefit

Up to **8 weeks** of pay for time off for mothers and fathers to bond with their new child within 1 year of the birth, adoption or placement for adoption or foster care.

#### Family care

Up to **1 week** of pay for time off to care for a family member. Includes taking them to preventive care appointments or to provide care due to a serious health condition.

#### Extended family care

Up to **7 weeks** to care for a family member with a serious health condition.

### Long-Term Disability Plan

The Long-Term Disability Plan provides benefits to eligible employees who remain disabled for an extended period of time.

#### Basic coverage

Pays up to **50%** of your annualized regular pay, up to the Internal Revenue Code limit. If your annualized regular pay is less than \$52,500, Chevron pays for Basic Coverage of 60% of your annualized regular pay up to \$35,000.

You do not need to enroll in Basic Coverage; it is automatically provided.

#### Optional coverage

Increases your benefit to **60%** of your annualized regular pay, up to the Internal Revenue Code limit.

This is an optional benefit available to employees only; you cannot cover dependents. If you enroll, you'll pay the full cost of coverage. **Evidence of insurability** may be required depending on when you enroll, the amount of coverage you choose, or if you make certain changes.

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