

Maternity Leave



tabco
Teachers Association of Baltimore County

***Additional Maternity Pay Through
TABCO/ESPBC When You have a Baby!***

Total Paid to You: Sample of Payouts*

Healthy vaginal pregnancy and birth:	\$5,000– \$8,500
Healthy pregnancy and C-Section:	\$2,500 – \$9,500
Complications (based on baby and mother's health):	\$500 – \$23,000+

Short-Term Disability Plan – Based on your salary

Tax free payments to you – Not Doctors and Hospitals

- Pays 5 weeks for Normal Pregnancy, 7 Weeks for C-Section (*After 7 day wait*)
- Pays in addition to Sick Leave and Sick Bank and during the summer
- Pays for Complications (*based on mother's health*)
- Could pay when you are out of work for Sickness, Surgery, or an on (*extra cost*) or off the job accident

Hospital Protection Base Plan

- | | |
|---|--|
| <ul style="list-style-type: none">• For Normal Delivery (2 day Hospital Stay) \$1,900 – \$2,100• For C-Section Delivery (4 day Stay) | Example payout for both Normal and C-Section Delivery* |
|---|--|

Additional Benefits and Cost

Extended Benefits Rider

Physician Visits
Lab Test and X-Ray
Diagnostic and Imaging

Hospital Stay and Surgical

Intensive Care Unit
Daily Confinement Benefit
Surgery Benefits

NICU — Intensive Care Unit Confinement

- | | |
|-----------------------------|-----------------|
| • Hospital Stay (1–7 days) | \$1,000 per day |
| • Hospital Stay (8–15 days) | \$1,300 per day |
| • Step Down \$500 per day | |

*Includes both Hospital + Short-Term Disability + ICU
See brochure for exact payouts, limitations, exclusions, and policy descriptions.

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Surgery Package Programs That Pay Cash Directly to You

Benefits Plus

COULD PAY YOU

\$103.33 a day

ON DAY ONE FOR
AN ACCIDENT OR
ON DAY 8 FOR
AN ILLNESS**

Cash paid to you for Outpatient Procedures, without time off work:

- ⊕ ER or Hospital Short Stay = **\$100 (up to 4 times per person)**
- ⊕ Examples of Outpatient Surgery; Pays \$50 – \$1,000
(hospital or surgical center)
 - Carpal Tunnel
 - Biopsy
 - Ear (tubes)
 - Tonsillectomy
 - D&C
 - Colonoscopy

Examples of cash paid to you, based on hospitalization with time off work:

***Based on 62K salary and 2 day hospital stay. Must have Short-Term Disability and Hospital, with \$1,000 option.*

	Type of Surgery	Time Out of Work	Benefit Payout*
 Accident <i>Pays on Day 1</i>	Fractured Ankle	3 Weeks	\$ 3,100
	Knee Replacement	4 Weeks	\$ 3,893
 Illness <i>Pays on Day 8</i>	Hysterectomy	5 Weeks	\$ 3,893
	Back Surgery	8 Weeks	\$ 6,063

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