

Your journey to growing your family

Boston Scientific (BSC) supports your personal journey to growing your family. This eGuide helps you navigate your benefits before and after your child arrives, and reminds you of important actions to take.

A good place to start is understanding your benefits and finding the right providers for you. To help you find the care that best meets your needs, contact MyQHealth or your medical plan:

Medical plan	Website	Telephone number
MyQHealth (for UMR enrollees)	http://www.bscomyqhealth.com	1-855-649-3857
Cigna International (Expats)	www.cignaenvoy.com	1-800-441-2668 1-302-797-3100 (collect calls are accepted)
Kaiser Permanente	https://my.kp.org/bostonscientific	1-800-464-4000



Adoption and surrogacy assistance

BSC understands that families are created in many different ways. That's why the company provides financial and emotional assistance for adoption and surrogacy. [Learn more.](#)

Emotional support is here

Growing your family can be challenging. It helps to talk with someone who has your needs in mind. The Employee Assistance Program (EAP) through GuidanceResources® offers confidential counseling with licensed clinicians. Call **1-866-812-5303** or visit www.guidanceresources.com (Web ID EB3414X). [Learn more.](#)

Prepare for your time off



Your first step is to initiate your leave.

Start by notifying your supervisor, review the [Leave of Absence Checklist](#), and then contact The Hartford to arrange the paid time off that applies to your situation:

Birth parent (new moms): 14 weeks total

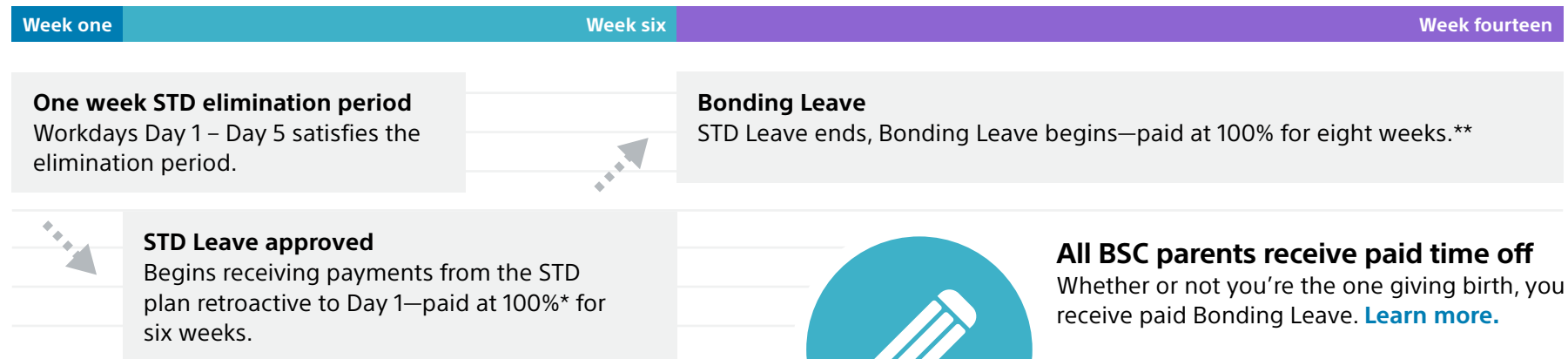
- 6 weeks: Short-Term Disability (STD)*
- 8 weeks: Bonding Leave (paid at 100%)**

Non-birth parent, adoptive parent, or parent who has a child through a surrogate

- 8 weeks: Bonding Leave** (paid at 100%)

Example

Now, let's look at an example of a BSC employee with two or more years of service who is about to deliver her baby.



Here are other helpful [examples of maternity and bonding leaves](#).



All BSC parents receive paid time off

Whether or not you're the one giving birth, you receive paid Bonding Leave. [Learn more.](#)

Ready to initiate a leave?

You can start the leave process anytime, and as late as within 30 days of your anticipated leave date. Take a look at the [Leave of Absence \(LOA\) Guide](#).

* Birth parents with less than two years of service will receive a total of 10 weeks paid at 100% and four weeks paid at 75%. Birth parents with two or more years of service will receive 14 weeks paid at 100% as explained in the example above.

**Bonding Leave must be used consecutively within one year of the child's date of birth.

Before your child arrives

Know your benefits.

Get peace of mind by knowing what's covered before you need to use your benefits. You'll want to consider:

- Fertility coverage
- Prenatal care coverage
- Test and lab coverage
- Birth (provider) coverage
- Well-child, urgent care, and emergency room visits
- Breast pump coverage
- Lactation services

Know all your resources

Go to bscbenefitsconnect.com and [select your medical plan](#) to learn more.

You can learn more and get individualized support from:

MyQHealth. MyQHealth Care Coordinators, available to UMR members, will assist with any questions related to your birth, maternity, or fertility coverage. For example, you can call MyQHealth at **1-855-649-3857** Monday through Friday, 8:30 a.m. to 10 p.m. (Eastern time) or visit the [MyQHealth website](#) to ask about:

- Maternity or newborn coverage such as deductible, coinsurance, and copays under the BSC medical plan(s).
- Any medical EOBs or invoices you receive from providers.

Maven provides support through every stage of your journey. Whether you need guidance about egg freezing, fertility, pregnancy, adoption, or surrogacy, Maven is here to help you grow your family. [Learn more.](#)



24/7 medical assistance

[Register for Teladoc](#) or download the app. Once you've set up your account (identify as a BSC member) you're good to go! Video conference anytime with a board-certified doctor for non-emergency medical issues.

Convenient parking for expecting moms

Take advantage of "Expectant Mother" parking spots available at many BSC locations. Simply contact your local facilities department for support.

After your child arrives

As you adjust to life with your new child, keep these things in mind.

Add your child to your health care benefits!

You have 31 days following the addition of your child to your family to make allowed changes to select benefit plans, with the day of the event counting as day 1. For example: If you have a baby on August 1, the qualifying period in which you are legally allowed to make changes to approved benefit plans ends on August 31. As you modify your benefits, be sure to update your beneficiary information and consider enrolling in or increasing your coverage for the following benefits:

- [Health Care FSA](#)
- [Dependent Day Care FSA](#)
- [Accident and critical illness insurance](#)
- [Voluntary life insurance](#)

UMR members can access MyQHealth

Get help from a MyQHealth Care Coordinator, who will organize and simplify anything related to your health benefits. As you expand your family, their nurses, clinicians, and benefit specialists are ready to act as your advocate. They can help you understand critical doctors' visits, tell you about services you may not know about, and more. Contact [MyQHealth](#) at [1-855-649-3857](tel:1-855-649-3857).

Get support through Maven

[Maven](#) can help you with many areas of your new life. Whether you need support with sleep challenges, lactation counseling, early pediatric needs, or other concerns, Maven can provide you with assistance. Receive advice and use helpful online community forums to keep you and your child happy and healthy.

Special needs resources

If you have a family member with [special needs](#), get information on how to receive personalized guidance from our Employee Assistance Program's staff clinicians, financial experts, and attorneys.

Take advantage of The Dinner Daily

With a new child on the scene, finding time to plan nutritious meals can be a challenge. [The Dinner Daily](#) makes it a bit easier by providing quick and easy dinner ideas and shopping lists.

Return to work

Welcome back!

For the past few months, you've been getting to know your new family member. Now, it's time to come back to BSC. We know it's difficult to change your new routine—just when you're getting used to it. Here are some things that can help you through the transition.

Care.com

Finding someone to take care of your child can be stressful. As you prepare to return to work, [care.com](#) can help you find and reserve care for unexpected or ongoing needs. As an employee of BSC, our [care.com program](#) offers subsidized backup care for family members each year. Book your care at [bostonscientific.care.com](#). Turn to a team of care advisers who can locate the right fit for you and your child, whether at home or elsewhere in your community.

Mother's Room

We support your commitment to nursing/pumping. Private space is available. Search campus directories for Mother's Rooms available on your campus and contact your local [security team](#) (if necessary) to gain access.

Maven Milk

If you're traveling on approved business, [Maven Milk](#) provides express shipping or easy toting of breast milk home to your baby.

Get more support through Maven

How can [Maven](#) help you prepare for your return to work? By understanding your needs (like shipping of breast milk), navigating difficult conversations (like schedule concerns), and providing support through what can be an emotional adjustment period.



Onsite child care centers

BSC has onsite child care centers at certain locations (MN and MA). If you live in these areas, learn more by visiting your campus directory.

Workflex Program

BSC knows that your personal life doesn't end when you walk through our doors—and flexibility is the key. That's why we offer a Workflex Program—different work arrangements that meet your needs as well as business needs. [Learn more.](#)

Personal Assistant Program

If you're strapped for time, work with a [personal assistant](#) for any plans you're making, services you need, or work/life issues you're facing.



Benefits to *Fit Your Life*
meeting you wherever you are in life.

