

IF YOU BECOME DISABLED

If you become disabled, notify your supervisor and your group HR POC.



Call Sedgwick at 877-399-6443 or visit mysedgwick.com/leidos to apply for disability benefits.



Your [Disability Sick Leave](#) and [Voluntary Short-Term Disability Insurance](#) and any state-mandated disability benefits work together to provide you with benefits for up to 26 weeks.



While you're on short-term disability leave



You and your eligible dependents will continue to be covered under the benefits you are enrolled in at the time of your short-term disability.


In addition, your contributions for those benefits will continue to be deducted from your disability payments.



If you work in Colorado, Connecticut, District of Columbia, Hawaii, Massachusetts, New Jersey, New York, Oregon, Puerto Rico, Rhode Island, or Washington, or you are a non-Leidos Inc. employee working in California, complete a state short-term disability plan claim form and return it to your state's disability office.


If you are a Leidos, Inc. employee working in California, file a claim with Sedgwick. The length of state-mandated short-term disability benefits varies.

Contact your state's [disability office](#) for more information.




If it is anticipated that you will be disabled for more than 26 weeks, you will receive information on how to file a claim for [Long-Term Disability \(LTD\)](#), (if elected).

If you did not elect Long-Term Disability, you will be transitioned to a Medical Leave of Absence (LOA) for up to two years.



Under LTD or Medical LOA, you are no longer eligible for Leidos-sponsored [medical](#), [dental](#) and [vision](#) benefits, and coverage for you and your dependents will end as of the last day of the pay period in which you transition to LTD.

However, you and your covered dependents are eligible for [COBRA coverage](#) for these benefits. You must elect COBRA coverage within 60 days after the last day you were actively at work. You will be sent a COBRA enrollment package via USPS with detailed information on how to enroll.



Under LTD or Medical LOA, you may no longer participate in the [Health Care Flexible Spending Account](#) or [Limited Purpose Flexible Spending Account \(LPFSA\)](#). Under certain circumstances, you may elect to continue participating in this account on an after-tax basis through COBRA. Contact Employee Services for details.

You must [file claims](#) for eligible expenses (incurred while participating in the plan) by April 30 of the next calendar year.



Under LTD or Medical LOA, you may no longer participate in the [Dependent \(Day\) Care](#) Flexible Spending Account. This benefit is **not** eligible for COBRA continuation.

You must [file claims](#) for eligible expenses (incurred while participating in the plan) by April 30 of the next calendar year.



When you transition to LTD or Medical LOA, you are no longer eligible for the following plans:

- [Basic Accidental Death and Dismemberment Insurance](#) *
- [Group Universal Life Insurance](#)
- [Voluntary Accidental Death and Dismemberment Insurance](#)
- [Business Travel Accident Insurance](#)

If elected, you may be eligible to continue these plans as individual policies. Refer the [Life and Accident Insurance Continuation/Conversion Matrix](#).

** You are eligible to continue Basic Life Insurance for up to 24 months. After 24 months, you may convert your Basic Life coverage to an individual policy.*