

U.S. & PUERTO RICO SHORT-TERM DISABILITY PLAN CHANGE FREQUENTLY ASKED QUESTIONS

Effective April 1, 2023

What is the new short-term disability plan change?

Effective for short-term disability leaves beginning on or after April 1, 2023, U.S. & Puerto Rico eligible employees* who are on approved short-term disability leave will be paid 100% of their base pay for the first 8 weeks of leave & 70% of their base pay for weeks 9 through 26.

This change applies to regular Honeywell employees in the U.S. and Puerto Rico who are not subject to a collective bargaining agreement (CBA) and scheduled to work 20 or more hours a week, and employees subject to a CBA at Intelligrated sites in London and West Chester, Ohio and St. Louis, Missouri. Employees who work for Federal Manufacturing & Technologies, LLC (FM&T) and National Technology and Engineering Solutions of Sandia, LLC (Sandia), and other employees subject to a CBA are not affected.

What is changing for employees?

- Previous benefit for leaves beginning before April 1, 2023:
Short-term disability leave benefit offers 100% of base pay up to 26 weeks for US & Puerto Rico eligible employees* on an approved leave.
- Updated benefit for leaves beginning on or after April 1, 2023:
Short-term disability leave benefit offers 100% of base pay up to 8 weeks and 70% of base pay for up to 18 additional weeks for US & Puerto Rico eligible employees* (for a total of up to 26 weeks of short-term disability leave).

What is the effective date of this change?

This change will be effective April 1, 2023, for short-term leaves starting on or after April 1, 2023 regardless of the date the leave is approved. Employees whose leave began prior to April 1, 2023, will be under the previous policy of 100% pay for up to 26 weeks regardless of the date the leave is approved.

- *Ex 1: Day 1 of an employee's short-term disability leave is March 13, 2023 and the leave is approved by New York Life on April 15, 2023. In this case, the employee's benefit will be under the previous terms and the employee will be eligible for 100% of base pay for up to 26 weeks.*
- *Ex 2: Day 1 of an employee's short-term disability leave is April 6, 2023 and the leave is approved by New York Life on April 25, 2023. In this case, the employee's benefit will be under the new terms and the employee will be eligible for 100% of base pay for the first 8 weeks, and 70% of base pay for up to an additional 18 weeks (for a maximum of 26 weeks).*
- *Ex 3: Assume the employee in Ex. 1 receives STD benefits from March 13, 2023 to April 28, 2023 (7 weeks) and returns to work on May 3, 2023. They*

experience a complication related to the same or related cause on June 1, 2023. If the employee is approved for additional STD benefits, they will be eligible for 100% of base pay for up to 19 additional weeks. This is because the employee's first day of disability was before April 1, 2023 and the employee returned to work for less than 90 days before leaving work again for the same or a related disabling condition.

Now assume the employee in Ex. 1 experiences a disabling condition on June 1, 2023 that is unrelated to the condition that occurred on March 13th. If the employee is approved for STD benefits, they will be eligible for 100% of base pay for the first 8 weeks, and 70% of base pay for up to an additional 18 weeks (for a maximum of 26 weeks). This is because the employee has a new disabling condition that first occurred on or after April 1, 2023.

- *Ex 4: Assume the employee in Ex. 1 receives STD benefits from March 13, 2023 to April 28, 2023 (7 weeks) and returns to work on May 3, 2023. They experience a complication related to the same disabling condition on September 1, 2023. If the employee is approved for STD benefits, they will be eligible for 100% of base pay for the first 8 weeks, and 70% of base pay for up to an additional 18 weeks (for a maximum of 26 weeks). This is because the employee returned to work for 90 days or more before leaving work again for the same disabling condition. The disability that began on September 1, 2023 is a new disability and the new STD terms apply.*

Who is impacted by this change?

U.S. and Puerto Rico eligible employees* whose first day of short-term disability leave is on or after April 1, 2023 regardless of when the leave is approved.

Eligible employees are regular Honeywell employees in the U.S. and Puerto Rico who are not subject to a collective bargaining agreement (CBA) and scheduled to work 20 or more hours a week, and employees subject to a CBA at Intelligrated sites in London and West Chester, Ohio and St. Louis, Missouri. Employees who work for Federal Manufacturing & Technologies, LLC (FM&T) and National Technology and Engineering Solutions of Sandia, LLC (Sandia), and other employees subject to a CBA are not affected.

Will my long-term disability coverage (LTD), Family Medical Leave Act (FMLA), and/or parental leaves (maternal/paternal/adoption) be impacted by this change?

No, this change does not impact long-term disability benefits (LTD) or Family and Medical Leave Act (FMLA), or parental leave (maternal / paternal / adoption) benefit policies.

Do the requirements or approval process for short-term disability change?

No, there is no change in the requirements for a short-term disability leave; the required documentation, approval, duration or return to work process for a short-term disability leave will not be impacted by this change.

I am currently on short-term disability leave or scheduled to be in the upcoming months, how will this impact my short-term disability leave?

There is no impact. This change will not impact the approval of or how long an eligible employee is scheduled to be on an approved short-term disability leave. If an eligible employee is scheduled to be on leave starting on or after April 1, 2023, the leave will proceed as scheduled.

The amount of short-term disability benefits you are eligible to receive is what is changing. If your first day of disability is before April 1, 2023, you are eligible for 100% of base pay for up to 26 weeks. If your first day of disability is on or after April 1, 2023, you are eligible for 100% of base pay for the first 8 weeks and 70% of base pay for weeks 9 to 26, for a maximum of 26 weeks of benefits. An offset for state disability or paid leave benefits available in certain states and territories (currently California, Connecticut, the District of Columbia, Hawaii, Massachusetts, New Jersey, New York, Rhode Island, Virginia, Washington, and Puerto Rico) will continue to apply to all levels of benefits.

How do I enroll in or access this benefit?

The company pays the full cost of this benefit. U.S. and Puerto Rico eligible employees* are entitled to and covered by this benefit, there is no enrollment process required to be eligible for this benefit.

I did not enroll in the short-term disability plan; do I need to take any action with this change?

No, there is no action required for this change. U.S. and Puerto Rico eligible employees* are entitled to and covered by this benefit, there is no enrollment process required to be eligible for this benefit.

Will there be a change in my payroll deductions or monthly premiums?

No, the short-term disability is a Honeywell paid benefit at no cost to the employee.

Why did the short-term disability plan change?

Multi-tier disability benefits are a common practice among companies in the manufacturing and technology industries. This change is to modernize Honeywell's benefits while remaining competitive.

Is there any change to short-term disability related to the birth of a child?

Honeywell provides 6 to 8 weeks of short-term disability benefits for the birth of a child at 100% of base pay depending on whether the birth is natural or cesarean. Benefits for an approved disability that extends beyond 8 weeks will be paid at 70% of base pay. The maximum short-term disability period is 26 weeks.

How do I get more information about the short-term disability policy?

U.S. and Puerto Rico eligible employees* can review the Honeywell Benefits website Benefits.Honeywell.com or call HR Help Line at 877-258-3699 Option 6 for disability information. More information can be found on HR Direct under “my benefits”. For case specific questions & information, please reach out to New York Life & HR Direct.

Is there a change to the short-term disability application process?

No, there is no change. To apply for an approved short-term disability leave, US and Puerto Rico eligible employees may call HR Help at 877-258-3699 Option 6 to be connected to the Honeywell Disability Benefits Center at New York Life Group Benefits Solutions. Another option is to apply online at www.myNYLGBS.com & chat through mynylgbs.com.

Who should I reach out to for my case specific short-term disability questions?

Contact HR Help at 877-258-3699 Option 6.

**"Eligible employees" includes regular Honeywell employees who are not subject to a collective bargaining agreement (CBA) and scheduled to work at least 20 hours per week in the US or Puerto Rico, and employees who are subject to CBAs at Intelligrated sites in London and West Chester OH, and St. Louis MO. Employees who work for Federal Manufacturing & Technologies, LLC (FM&T) and National Technology and Engineering Solutions of Sandia, LLC (Sandia), and other employees subject to a CBA are not "eligible employees".*

The description of benefits described in this FAQ are for general information purposes only and are not intended to modify any plan document, summary plan description (“SPD”) or prospectus. For a complete description of the benefit, you may request a copy of the applicable plan document and SPD. If there is a conflict between this FAQ and the formal plan documents, the formal plan documents will govern. Honeywell reserves the right to modify, amend or terminate any benefit plan in its sole and absolute discretion at any time for any reason.