Parental Leave

Policy/Procedure

Birth mothers who have been employed at the college in a full-time position for 12 months preceding the birth of the child are eligible for:

1. Six (6) weeks of medical leave at 100% pay, including benefits that begin when an eligible employee’s physician determines that a pregnant woman should discontinue work or at the time of delivery, whichever comes first,

AND

2. Six (6) weeks of parental leave at 100% pay.

A parent who is not the birth mother and who has been employed at the college in a full-time position for 12 months preceding the birth of a child is eligible for six (6) weeks of parental leave at 100% pay.

In cases of adoption of a child six years of age or under, each parent, if employed at the college in a full-time position for 12 months preceding the adoption of the child, will be eligible for six (6) weeks of parental leave at 100%.

The FMLA permits employees to take up to 12 weeks of unpaid leave. Paid leave of less than 12 weeks, as provided by the college under this revised policy, will be supplemented by unpaid leave in accordance with the FMLA.

<table>
<thead>
<tr>
<th></th>
<th>Medical Leave at 100% pay</th>
<th>Parental Leave at 100% pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>Birth:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Birth Mother</td>
<td>6 weeks(^1)</td>
<td>6 weeks</td>
</tr>
<tr>
<td>Other Parent</td>
<td>---</td>
<td>6 weeks</td>
</tr>
<tr>
<td>Adoption:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Parent(s)</td>
<td>---</td>
<td>6 weeks</td>
</tr>
</tbody>
</table>

\(^1\)6 weeks of medical leave for childbirth is an accepted basic measure of the health care component related to a woman’s recovery period. This period may be extended depending on the health care needs of the mother.

Related Information

History/Revision Information

Responsible Office/Division: Human Resource Services
Effective Date: 7/1/2006

Last Amended Date: 7/1/2017

Next Review Date:

Also Found In: Staff Handbook, Faculty Handbook, Campus Policy Manual, HR Website