

PARENTAL LEAVE

Birth mothers who have been employed at Dickinson College in a full-time position for 12 months preceding the birth of the child are eligible for 6 weeks of full paid medical leave¹, including benefits that begins when an eligible employee's physician determines that a pregnant woman should discontinue work or at the time of delivery, whichever comes first.

The primary caregiver, who is employed at Dickinson College in a full-time position for 12 months preceding the birth of a child, is eligible for six weeks of parental leave at 100% pay. If the primary caregiver is also the birth mother, this parental leave is in addition to the six weeks of paid medical leave.

A spouse or same-sex domestic partner of a primary caregiver, who has been employed at Dickinson College in a full-time position for 12 months preceding the birth of a child, is eligible for 3 weeks of parental leave at 100% pay and up to 3 weeks parental leave at 50% pay.

In cases of adoption of a child six years of age or under, the primary caregiver, if employed at Dickinson College in a full-time position for 12 months preceding the adoption of the child, will be eligible for 6 weeks of parental leave at 100%.

A spouse or same-sex domestic partner of a primary caregiver who has been employed by Dickinson College for 12 months preceding the adoption of a child is eligible for 3 weeks of parental leave at 100% pay and up to 3 weeks parental leave at 50% pay.

Under this policy, if both parents are Dickinson employees both of whom have been employed at Dickinson College for 12 months each, they will share between themselves, in consultation with their supervisors, a maximum of 12 weeks of 100% paid leave, taken either concurrently or consecutively.

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.

	Medical Leave at 100% pay	Parental Leave at 100% pay	Parental Leave at 50% pay
Birth:			
Mother	6 weeks ¹	---	---
Primary caregiver ²	---	6 weeks	---
Spouse or same-sex domestic partner of primary caregiver	---	3 weeks	up to 3 weeks
Adoption:			
Primary caregiver	---	6 weeks	---
Spouse or same-sex domestic partner of primary caregiver	---	3 weeks	up to 3 weeks

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.

² For purposes of this policy, the primary caregiver of a child is defined as the sole caretaker of his or her newborn child at least 20 hours per week, Monday through Friday, between the hours of 8:30 a.m. and 4:30 p.m. The partner who intends to be the primary caregiver according to this definition must submit a letter to his or her supervisor attesting to this intention.