



Paid Parental Leave provides four weeks of paid leave to parents for the bonding period (“Paid Parental Bonding Leave” or “Bonding Leave”) with a child due to birth, adoption, or foster care placement. The birth mother may receive an additional four weeks of paid leave for recuperation from the period of disability following the birth (“Paid Parental Recuperation Leave” or “Recuperation Leave”).



7. Can Paid Parental Bonding Leave be used for child placement due to a Guardian ad Litem assignment or for an in loco parentis arrangement?

In loco parentis is eligible under Paid Parental Leave. In loco parentis refers to a relationship in which a person is placed in the role o



13. Are employees eligible for Voluntary Shared Leave when using Paid Parental Leave?

Voluntary Shared Leave has specific eligibility rules that may allow for some portion of the absence to be eligible. Consult with your institution's human resources office for additional information.

Voluntary Shared Leave cannot be used for the bonding period with a child for either parent under Paid Parental Leave or Family & Medical Leave. Voluntary Shared Leave may be used during Family & Medical Leave if the birthing parent has exhausted the 4-week Paid Parental Recuperation Leave and exhausted all other available leave but has further medical issues associated with the birth.

If Voluntary Shared Leave is being used to cover the remainder of the disability period associated with the birth, then the birthing parent is not required to apply the 4-week Bonding Leave until after the available Voluntary Shared Leave has been applied. Regardless, the 4-week Recuperation Leave must be used prior to using Voluntary Shared Leave for the disability period following the birth.

14. What happens when an employee with available Paid Parental Leave has exhausted their leave and is still on disability leave?



18. If a child is stillborn or miscarried, can Paid Parental Leave still be used?

If the pregnancy results in a stillbirth at twenty weeks or greater into the pregnancy, then the birth mother is allowed to use up to four weeks of Paid Parental Recuperation Leave immediately following the event. Miscarriages or other issues related to a pregnancy are not qualifying events under Paid Parental Leave but may be covered under Family & Medical Leave for one or either parent.

19. Are paid holidays or adverse weather closings included when counting time used for Paid Parental Leave?

Paid holidays occurring during a full week of Paid Parental Leave count toward the Paid Parental Leave entitlement. Paid holidays occurring during a partial week of Paid Parental Leave do not count against the Paid Parental Leave entitlement, unless the employee was otherwise scheduled and expected to work during the paid holiday. Condition 3 Adverse Weather closings with pay are counted as part of an employee's use of Paid Parental Leave, consistent with other leave programs, and would not extend the Paid Parental Leave period.

20. Are grant-funded employees eligible for Paid Parental Leave?

Yes. Funding source is not a requirement or restriction for eligibility, so long as the employee ml36(f)2.7J0.00()10, 4(I)2



36. I am an eligible employee and I have not used any FMLA in the past year. I give birth on 05-01-2020 (after my institution's policy implementation date). I am instructed by my physician to go on bed rest for two