

EXAMPLES OF PAID PARENTAL LEAVE IN CONJUNCTION WITH ACCRUAL USAGE AND OTHER LEAVE TYPES:

Gestational Parent (birth)

Employee went on leave one month prior to birth of child, recognized period of disability. Employee has exhausted all accruals and plans on being out for 4 of the 7 months afforded for Child Care Leave. Employee has two weeks of Sick Leave at Half Pay and two weeks of Leave Donations. Employee is not eligible for leave under the Family Medical Leave Act (FMLA)

1. Employee uses two weeks of Leave Donations
2. Employee is placed on Sick Leave at Half Pay for two weeks
3. Employee is then placed on Paid Parental Leave (PPL) for 12 weeks

Non-gestational Parent (non-birth)

Employee opts to charge out 7 weeks of accrued Vacation and one week of Sick Leave charged to Family Sick Leave. The employee plans on being out for 5 of the 7 months afforded for Child Care Leave. Employee is eligible for leave under the Family Medical Leave Act (FMLA), which runs concurrent with accruals usage and other leave types:

1. Employee is designated under FMLA
2. Employee charges 1 week of accrued Sick Leave to Family Sick Leave
3. Employee charges 7 weeks of accrued Vacation.
4. Employee is then placed on Paid Parental Leave (PPL) for 12 weeks

Adoptive Parent

Employee has 8 weeks of accrued Vacation and 1 week of Personal Leave. The employee plans on being out for 6 months and 1 week of the 7 months afford for Child Care Leave. Employee is not allowed to use accrued Sick Leave. Employee is eligible for leave under the Family Medical Leave Act (FMLA), which runs concurrent with accruals usage and other leave types:

1. Employee is designated FMLA.
2. Employee charges 8 weeks of accrued Vacation
3. Employee continues to be covered under FMLA and is placed on FMLA Leave without Pay for 4 weeks. (Employee will only be responsible for employee share of health insurance while on FMLA)
4. Employee charges 1 week of Personal Leave
5. Employee is then placed on Paid Parental Leave (PPL) for 12 weeks

Foster Care Parent

Employee has 8 weeks of accrued Vacation, 4 weeks of VRWS Credits. The employee plans on being out for 12 weeks under the Family Medical Leave Act (FMLA) and 12 weeks Paid Parental Leave (PPL) for a total of 6 months. Employee is not allowed to use accrued Sick Leave. Employee is eligible for leave under the Family Medical Leave Act (FMLA), which runs concurrent with accruals usage and other leave types. Employee is only allowed a total leave of up to 24 weeks (12 weeks of FMLA and 12 weeks of PPL – Foster Care Parents do not receive 7 months for Child Care Leave):

1. Employee is designated FMLA.
2. Employee charges 8 weeks of accrued Vacation
3. Employee charges 4 weeks of VRWS Credits
4. Employee is then placed on Paid Parental Leave (PPL) for 12 weeks

**It should be noted that these are examples of use of PPL. There may be other scenarios related to PPL that aren't included here. Agencies may contact the Attendance and Leave Unit for additional guidance.