

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

M/C Gestational Parent (birth)

Employee has 3 weeks of sick leave and two weeks of accrued vacation leave. The employee plans on being out the entire 7 months afforded for Child Care Leave:

1. Employee is designated FMLA if eligible to run concurrent with accrual usage and other leave types.
2. Sick Leave accruals are used first during period of disability (employee exhausts sick leave credits and satisfies waiting period for IPP).
3. The employee is placed on IPP for 1 week.
4. Employee is then placed on Paid Parental Leave for 12 weeks.
5. Employee then goes on Paid Family Leave for the remainder of leave – 12 weeks.
6. Employee chooses not to utilize their vacation accruals and has accruals upon return to use if needed. Under IPP only sick leave has to be exhausted.

M/C Non-gestational Parent (non-birth)

Employee opts not to charge any accruals. The employee plans on being out for 4 of the 7 months afforded for Child Care Leave:

1. Employee is designated FMLA if eligible to run concurrent with accrual usage and other leave types.
2. Employee is then placed on Paid Parental Leave for 12 weeks.
3. Employee then goes on Paid Family Leave for the remainder of leave – 4 weeks.