

Parental Leave

6 months or 26 weeks (1,040 hours) of job protection over 12-month period

Family Medical Leave (FMLA)

12 weeks (480 hours)

Parental Leave



14 weeks (560 hours)

Short-term Disability Waiting Period 29-30 days	Short-term Disability 2-4 weeks at 60% pay	Paid Parental Leave 6 weeks (240 hours)	Sick leave/Annual leave/ Unpaid leave Amount of time will vary
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*Employees may use sick leave, annual leave, unpaid leave, or paid parental leave during STD waiting period
*must exhaust sick leave**

OR

Paid Parental Leave 6 weeks (240 hours)	Sick leave/Annual leave/ Unpaid leave Amount of time will vary
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 = Type of job-protected leave
 = Pay options