Parental Leave Examples
Parental Leave Examples *(for illustration purposes only)*

- The following examples assume certain conditions unless noted:
  - Full time regular employees
  - Applicable to Faculty and Staff
  - Employees have met FMLA eligibility requirements
    - 12 months and 1250 hours
  - Employees are eligible for voluntary sick time donations
Parental Leave and FMLA

**Example 1: Susan, Birth of a child**

Susan wants to take 12 weeks for the birth of her newborn. She has 6 weeks of accrued time.

**Before PPL**

- **6 weeks**
  - Accumulated Benefit Time
- **6 weeks**
  - Unpaid

**After PPL**

- **4 weeks**
  - Paid Parental Leave
- **6 weeks**
  - Accumulated Benefit Time
- **2 weeks**
  - Unpaid

**FMLA 12 weeks**
**Example 2: Michael, Birth of a child**

Michael wants to take 12 weeks for the birth of his newborn. He has 2 weeks of accrued benefit time.

**Before PPL**

- 2 weeks Accrued Benefit Time
- 10 weeks Unpaid

**After PPL**

- 4 weeks Paid Parental Leave
- 2 weeks Accrued Benefit Time
- 6 weeks Unpaid

**FMLA 12 weeks**
Parental Leave and FMLA

**Example 3: Carolyn, Adoption**

Carolyn will be adopting a child. She would like to take 6 weeks off with her new child and has no accrued time available.

**Before PPL**
- 6 weeks
  - Unpaid

**After PPL**
- 4 weeks
  - Paid Parental Leave
- 2 weeks
  - Unpaid

**FMLA 12 weeks**
Parental Leave and FMLA

Example 4: Patsy, Birth of a child - Complications

Patsy has pregnancy complications before she has her baby. She has 6 weeks of accrued benefit time and will not be able to return to work until 8 weeks after the birth of the child.