



# FMLA & Parental Leave (typical, uncomplicated, parental leave)

JOB PROTECTION

## Parental Leave

### City Policy

- Job Protection
- Eligible as of day 1
- 6 weeks to bond with your newborn, adoption, or foster care placement

Parental Leave 6 weeks

WEEKS



## FMLA

### Family Medical Leave Act

- Job-protected leave
- Eligibility: 1 year, 1,250 regular hours worked
- Up to 12 weeks of unpaid, (runs concurrently with Pregnancy/Parental Leave)

WAGE REPLACEMENT

## Parental Leave Policy

### Paid through Payroll

- Employee will be paid through the normal payroll pay period from day 1 thru 6 weeks
- To paid parental leave, employee MUST submit: birth certificate, adoption or foster care certification

## Personal Accrued Time

### Payroll Deductions

- When employee is eligible for FMLA and requests additional time beyond Parental leave, employee must use personal accrued time
- Employee may request to reserve up to 80 hours of personal accrued time