**Draft Paid Parental Leave**

**Policy Overview**

**July 2018**

* Policy is in draft – expected implementation of January 2019
* Employees are eligible for the leave if the child is born or adopted on or after January 1, 2019.
* Provides 50% pay for up to 6 weeks for eligible employees
  + Must be full-time benefits eligible
  + Must be employed full-time by University for previous 12 months
* If both parents work for the University, the time can be split
* Must use the leave within 12 months following the birth/adoption
* Runs concurrently with FMLA