

## Maternity (Childbirth) and Parental Leave Examples

The following scenarios show potential uses of the maternity (childbirth) and parental leave benefits available as of September 1, 2018. These simplified examples are intended for illustration only and do not represent every potential scenario. For complete eligibility criteria and other information, please refer to [hr.umich.edu/parental-leave](http://hr.umich.edu/parental-leave). Faculty and postdoctoral research fellows should contact their administrator for assistance.

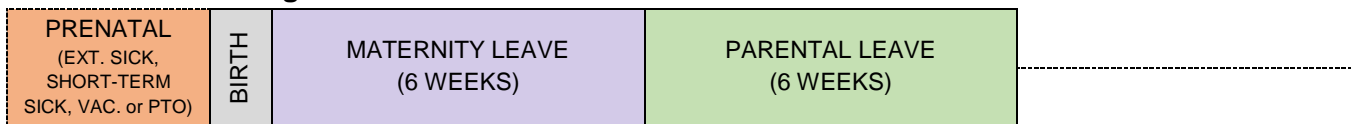
### Notes:

- FMLA may run concurrently with paid and unpaid time off.
- Maternity leave must be used immediately following childbirth. Parental leave must be used within 12 months of the birth or placement for adoption, foster care or legal guardianship.
- Maternity leave is available to eligible faculty and staff upon hire. Parental leave is available to eligible faculty and staff after 6 months of service.
- Effective September 1, 2018, eligibility for all uses of extended sick time will be reduced from two years of service to one year for faculty, campus staff and Medical School staff.
- Eligible faculty may elect parental leave in lieu of one semester of modified duties.
- Units may establish local parental leave scheduling guidelines (e.g., regarding intermittent use).
- Unpaid leaves of absence are still available; may require first exhausting other types of time off.
- Eligibility for postdoctoral research fellows is subject to the rules of the sponsor or grant (central pool funding is available from UMOR, regardless of funding source).

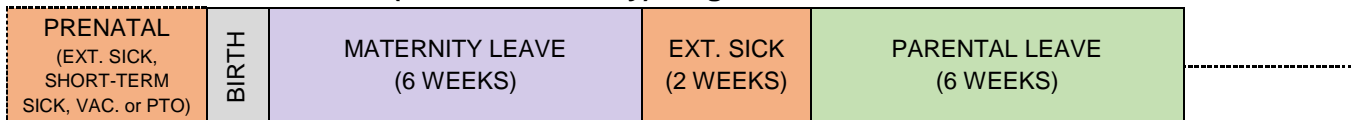
### Birth Mother Examples

*“Birth mother” is defined as any person who gives birth.*

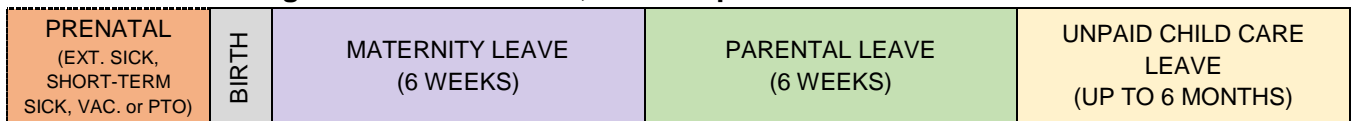
#### 1. Birth Mother – Eligible for Both Leaves



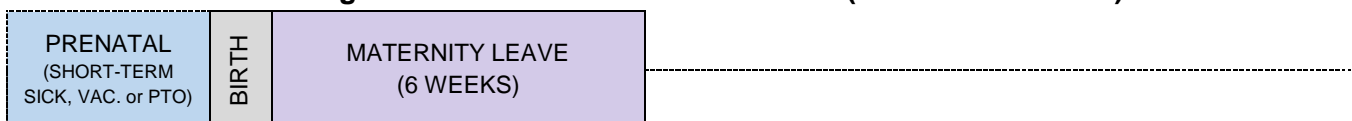
#### 2. Birth Mother – C-Section (8-Week Recovery), Eligible for Both Leaves + Extended Sick



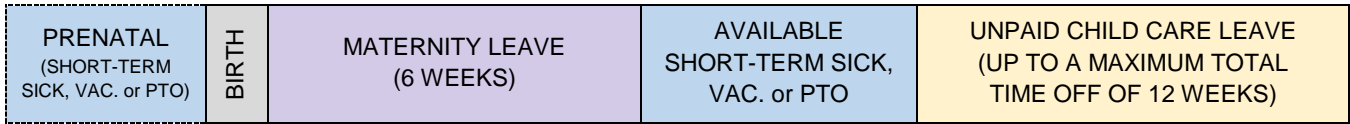
#### 3. Birth Mother – Eligible for Both Leaves, Adds Unpaid Leave to Extend Time Off



#### 4. Birth Mother – Not Eligible for Parental Leave or Ext. Sick (<6 Months Service)



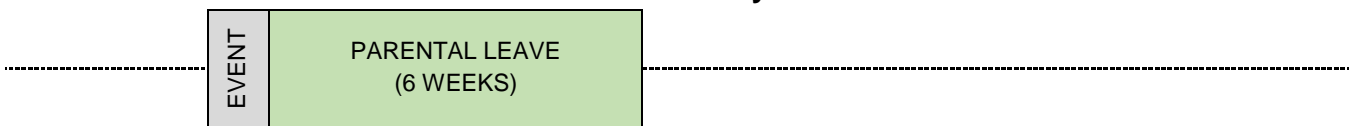
**5. Birth Mother – Not Eligible for Parental Leave (<6 Months Service), Extends Time Off**



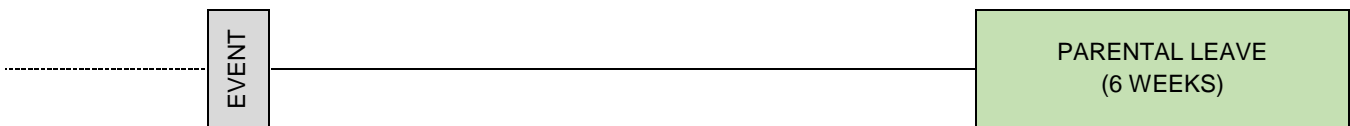
**Non-Birth Parent Examples**

*Applies to eligible fathers, other non-birth parents, adoptive parents, foster parents, and legal guardians of children. "Event" can refer to a birth or placement for adoption, foster care or legal guardianship.*

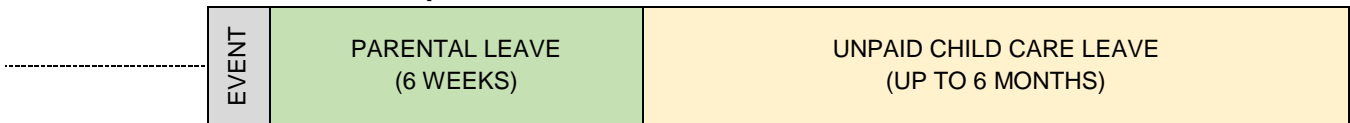
**6. Non-Birth Parent – Uses Parental Leave Immediately**



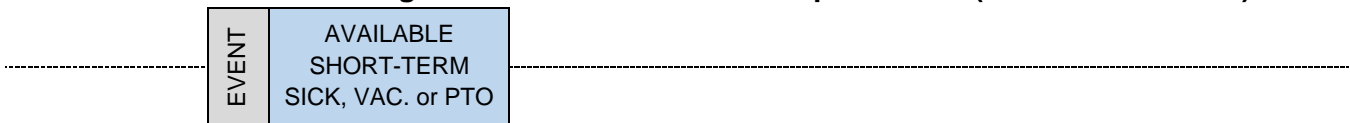
**7. Non-Birth Parent – Uses Parental Leave Within 12 Months**



**8. Non-Birth Parent – Adds Unpaid Leave to Extend Time Off**



**9. Non-Birth Parent – Not Eligible for Parental Leave or Unpaid Leave (<6 Months Service)**



**10. Non-Birth Parent – Not Eligible for Parental Leave (<6 Months Service), Adds Unpaid Leave**

