Maternity (Childbirth) and Parental Leave

Toolkit for Administrators and Supervisors
About This Toolkit
As of September 1, 2018, the University of Michigan will offer new paid maternity (childbirth) and parental leaves to support faculty and staff who welcome children by birth, adoption, foster care or legal guardianship.

This toolkit is designed to help administrators and supervisors to:
- Understand the new leave benefits, including eligibility criteria.
- Support requests from faculty and staff for time off when they expand their families.
- Update business processes as needed to accommodate the new leave types.

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For More Information
Complete information and additional resources are available at hr.umich.edu/parental-leave. For additional questions, please email parental-leave@umich.edu.
# Maternity (Childbirth) and Parental Leave Overview

As of September 1, 2018, U-M will offer new maternity and parental leave benefits to support faculty and staff who welcome children by birth, adoption, foster care or legal guardianship. Together, the new benefits provide birth mothers up to 12 weeks and other parents up to 6 weeks of paid time off in addition to current leave options.

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<th>Parental Leave</th>
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<td>Birth mother</td>
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<td><strong>What is the purpose?</strong></td>
<td>Physical recovery from childbirth</td>
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<td>Immediately following childbirth</td>
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<td><strong>When does eligibility begin?</strong></td>
<td>Upon hire</td>
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1. Regular faculty<sup>3</sup>
2. Regular campus<sup>4</sup> and Medical School staff with at least a 20% appointment
3. Regular hospital and health center staff with at least a 50% appointment
4. Postdoctoral research fellows<sup>5</sup>

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For those who are eligible, parental leave replaces the option to use short-term sick time to bond with a new child in the year following the child’s birth or arrival in the home.

New timekeeping codes MRL (maternity leave) and PRL (parental leave) are available as of September 1, 2018. Like other time off, units will track maternity and parental leave for faculty and postdoctoral research fellows in accordance with local business processes.

Also 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. This change does not affect eligibility for Michigan Medicine staff on the PTO plan, which already begins at one year.

For complete information, visit [hr.umich.edu/parental-leave](http://hr.umich.edu/parental-leave) or contact parental-leave@umich.edu.
Maternity (Childbirth) and Parental Leave Fact Sheet

Overview

• As of September 1, 2018, the university will offer new maternity (childbirth) and parental leave benefits to support faculty and staff who welcome new children by birth, adoption, foster care or legal guardianship.

• Taken together, the new benefits will provide birth mothers up to 12 weeks and other parents up to 6 weeks of paid time off in addition to other leave options.

• Two adjustments to existing time off policies will accompany the new leave types.
  o 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. (This change does not impact Michigan Medicine staff on the PTO plan.)
  o For those who are eligible, parental leave replaces the option to use short-term sick time to care for a new child in the year following the child’s birth or arrival in the home.

Rationale

• An emerging national dialogue on the benefits of paid parental leaves for children and families makes a focus on these leaves both timely and important for the university.

• Multiple internal stakeholders have advocated for enhanced parental leave benefits in recent years, including the Michigan Medicine Department of Obstetrics and Gynecology, the ADVANCE Program, CEW+ and the Voices of the Staff benefits team.

• In addition to the positive impacts on U-M faculty, staff and their families, the new benefits are expected to:
  o Assist departments to recruit and retain exceptional faculty and staff.
  o Address equity concerns by providing a standard policy for new and existing faculty and staff, with clearly defined eligibility criteria.
  o Provide clarity to departments, candidates, and current faculty and staff about benefits for new parents.
  o Expand access to extended sick time.

• The university periodically reviews benefits to ensure we remain highly competitive. Benchmarking shows that enhanced family leave is a leading-edge benefit among our peers in higher education and health care.

Maternity (Childbirth) Leave

• Maternity leave addresses the need for physical recovery from childbirth.

• The new maternity leave benefit supports a standard 6-week recovery period (up to 240 hours with a full-time appointment). In the event of a cesarean section or medically complicated delivery, extended sick time or other time off may supplement maternity leave.

• Maternity leave will be available to eligible faculty and staff upon hire.
Parental Leave

- Parental leave provides an opportunity for all parents and legal guardians to bond with a new child. Eligible birth mothers can take both maternity and parental leave, for a total of 12 weeks.

- Up to 6 weeks of parental leave (240 hours with a full-time appointment) will be available to use within 12 months of the child’s birth or placement for adoption, foster care or legal guardianship.

- The birth or placement for adoption, foster care or legal guardianship must occur after the eligible individual completes 6 months of service in order to use parental leave.

- Parental leave is subject to scheduling approval by the department, although units must allow a single block of time if requested.

- Eligible faculty may choose parental leave in lieu of one semester of modified duties.

Eligibility and Implementation

- Eligibility for maternity and parental leave includes:
  - Regular faculty
  - Non-instructional faculty with at least a 20% appointment (for parental leave only; no minimum effort requirement for maternity leave)
  - Regular campus and Medical School staff with at least a 20% appointment
  - Regular hospital and health center staff with at least a 50% appointment
  - Postdoctoral research fellows (subject to the rules of the sponsor or grant)

- As part of the initial implementation, eligible faculty and staff who added children to their families between July 1 and August 31, 2018, may request to use parental leave between September 1, 2018 and August 31, 2019. Maternity leave is available for births that occur on or after September 1, 2018.

- Faculty and staff covered by a collective bargaining agreement should consult their contract regarding eligibility for leave benefits.

Best Practices

- Faculty and staff should begin discussions with their departments to plan for maternity and parental leave as early as possible.

- In partnership with human resources, units may establish consistent parental leave scheduling guidelines as needed to support local business processes.

- For timekeeping and payroll purposes, leave requests will be handled as follows:
  - Faculty and postdoctoral research fellows – Contact administrator
  - Ann Arbor campus staff – Complete the SSC Maternity (Childbirth) and Parental Leave Request eForm
  - Michigan Medicine staff – Contact the Michigan Medicine HR Solutions Center
  - Flint and Dearborn campus staff – Contact the regional HR office

Learn More

For more details, visit hr.umich.edu/parental-leave. For questions or confidential assistance, contact parental-leave@umich.edu.
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. 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.
- New time reporting codes are MRL (maternity leave) and PRL (parental leave).

Birth Mother Examples

1. Birth Mother – Eligible for Both Leaves

<table>
<thead>
<tr>
<th>Prenatal (Ext. Sick, Short-Term Sick, Vac. or PTO)</th>
<th>Birth</th>
<th>Maternity Leave (6 Weeks)</th>
<th>Parental Leave (6 Weeks)</th>
</tr>
</thead>
</table>

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

<table>
<thead>
<tr>
<th>Prenatal (Ext. Sick, Short-Term Sick, Vac. or PTO)</th>
<th>Birth</th>
<th>Maternity Leave (6 Weeks)</th>
<th>Ext. Sick (2 Weeks)</th>
<th>Parental Leave (6 Weeks)</th>
</tr>
</thead>
</table>

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

<table>
<thead>
<tr>
<th>Prenatal (Ext. Sick, Short-Term Sick, Vac. or PTO)</th>
<th>Birth</th>
<th>Maternity Leave (6 Weeks)</th>
<th>Parental Leave (6 Weeks)</th>
<th>Unpaid Child Care Leave (Up to 6 Months)</th>
</tr>
</thead>
</table>

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

<table>
<thead>
<tr>
<th>Prenatal (Short-Term Sick, Vac. or PTO)</th>
<th>Birth</th>
<th>Maternity Leave (6 Weeks)</th>
</tr>
</thead>
</table>
5. Birth Mother – Not Eligible for Parental Leave (<6 Months Service), Extends Time Off

| PRENATAL (SHORT-TERM SICK, VAC. or PTO) | BIRTH | MATERNITY LEAVE (6 WEEKS) | AVAILABLE SHORT-TERM SICK, VAC. or PTO | UNPAID CHILD CARE LEAVE (UP TO A MAXIMUM TOTAL TIME OFF OF 12 WEEKS) |

**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

| EVENT | PARENTAL LEAVE (6 WEEKS) |


| EVENT | PARENTAL LEAVE (6 WEEKS) |

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

| EVENT | PARENTAL LEAVE (6 WEEKS) | UNPAID CHILD CARE LEAVE (UP TO 6 MONTHS) |

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

| EVENT | AVAILABLE SHORT-TERM SICK, VAC. or PTO |

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

| EVENT | AVAILABLE SHORT-TERM SICK, VAC. or PTO | UNPAID CHILD CARE LEAVE (UP TO A MAXIMUM TOTAL TIME OFF OF 6 WEEKS) |
Guide to Time Off Options for New Parents

New parents at U-M can take advantage of a number of paid and unpaid time off options to recover from childbirth and to care for a child following birth or placement for adoption, foster care or legal guardianship. As of September 1, 2018, these include paid maternity (childbirth) and parental leaves. Some options must be granted at the faculty or staff member’s request and others are discretionary. While the chart below does not specifically include vacation time and Paid Time Off (PTO), eligible individuals may request to use these types of paid time to care for or bond with a new child.

<table>
<thead>
<tr>
<th>Type of Time Off</th>
<th>Pay Status</th>
<th>Intended Use</th>
<th>Eligibility</th>
<th>Availability</th>
<th>Duration</th>
<th>Scheduling Subject to Approval</th>
<th>Policy Reference</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maternity (Childbirth) Leave</td>
<td>Paid</td>
<td>Recovery from childbirth</td>
<td>Regular faculty(^2) • Regular campus(^3) and Medical School staff with at least a 20% appointment • Regular hospital and health center staff with at least a 50% appointment • Postdoctoral research fellows(^4)</td>
<td>Upon hire</td>
<td>Up to 6 weeks (240 hrs with a full-time appointment)</td>
<td>No</td>
<td>SPG 201.30-6</td>
<td>Must be taken as a single block of time immediately after childbirth</td>
</tr>
<tr>
<td>Parental Leave</td>
<td>Paid</td>
<td>Bonding with a new child</td>
<td>Birth or placement must take place after employee completes 6 months of service</td>
<td>Up to 6 weeks (240 hrs with a full-time appointment)</td>
<td>Yes</td>
<td>SPG 201.30-6</td>
<td>Must be used within 12 months of birth or placement for adoption, foster care or legal guardianship; may only be used once every 12 months for foster care and legal guardianship; faculty may use in lieu of modified duties</td>
<td></td>
</tr>
<tr>
<td>Extended Sick Time</td>
<td>Paid</td>
<td>Prenatal care, recovery from childbirth</td>
<td>Faculty • Staff</td>
<td>After 1 year of service</td>
<td>Up to 1 year</td>
<td>No</td>
<td>SPG 201.11-0 (staff)</td>
<td>May be used to extend maternity leave in the event of complicated delivery or c-section</td>
</tr>
<tr>
<td>Short-Term Sick Time</td>
<td>Paid</td>
<td>Prenatal care, recovery from childbirth</td>
<td>Faculty • Staff who are not eligible for parental leave (except PTO-eligible staff)</td>
<td>Upon hire</td>
<td>Up to 15 days</td>
<td>No</td>
<td>SPG 201.11-1 (faculty) Michigan Medicine PTO policy</td>
<td>For those not eligible for parental leave, may be used to bond with a new child within 1 year of the child’s birth or arrival in the home</td>
</tr>
</tbody>
</table>

\(^1\)Faculty and staff covered by a collective bargaining agreement should consult their contract regarding eligibility for leave benefits. \(^2\)Includes Ann Arbor, Flint and Dearborn. \(^3\)Non-instructional faculty must have at least a 20% appointment for parental leave but do not require a minimum appointment for maternity leave. \(^4\)Eligibility for postdoctoral research fellows is subject to the rules of the sponsor or grant.
<table>
<thead>
<tr>
<th>Type of Time Off</th>
<th>Pay Status</th>
<th>Intended Use</th>
<th>Eligibility¹</th>
<th>Availability</th>
<th>Duration</th>
<th>Scheduling Subject to Approval?</th>
<th>Policy Reference</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical Leave of Absence</td>
<td>Unpaid</td>
<td>Recovery from childbirth</td>
<td></td>
<td>Upon hire</td>
<td>Up to 2 calendar years (12 weeks for probationary employees)</td>
<td>No</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Medical/ Child Care Leave of Absence</td>
<td>Unpaid</td>
<td>Recovery from childbirth and to care for a newly born child once medically able to return to work</td>
<td>Regular staff</td>
<td>Upon hire</td>
<td>Up to 1 calendar year (12 weeks for probationary employees)</td>
<td>No</td>
<td>SPG 201.30 (staff)</td>
<td>Must exhaust all available sick time pay, vacation, and PTO prior to the start of the leave of absence</td>
</tr>
<tr>
<td>Child Care Leave of Absence</td>
<td>Unpaid</td>
<td>Care for a newly born, adopted or fostered child</td>
<td></td>
<td>Upon hire</td>
<td>6 months (6 weeks for probationary employees); may be extended up to 1 year from the date of birth or adoption</td>
<td>No</td>
<td>SPG 201.30-1 (faculty)</td>
<td></td>
</tr>
<tr>
<td>FMLA leave</td>
<td>Unpaid</td>
<td>Qualifying events include incapacity due to pregnancy, prenatal medical care or childbirth; care for the employee’s child after birth or placement for adoption or foster care</td>
<td>• Non-exempt employees: worked at least 1,250 hours in the previous 12 months • Exempt employees: past probationary period and at least 50% effort when absence begins</td>
<td>After 12 months of service</td>
<td>Up to 12 weeks</td>
<td>No, unless employee requests to use FMLA leave on an intermittent basis</td>
<td>hr.umich.edu/fmla</td>
<td></td>
</tr>
</tbody>
</table>

¹Faculty and staff covered by a collective bargaining agreement should consult their contract regarding eligibility for leave benefits
Maternity (Childbirth) and Parental Leave FAQs

These FAQs may be updated as units implement the new maternity (childbirth) and parental leave benefits. Please visit hr.umich.edu/parental-leave for the most up-to-date information. For additional assistance, please contact parental-leave@umich.edu.

1. Who should I work with to schedule my maternity or parental leave?
   Maternity leave occurs immediately after childbirth. Parental leave scheduling is subject to department approval, although units must allow a single block of time if requested. You should begin conversations with your supervisor as early as possible to plan for time off related to adding a child to your family. Depending on your unit’s business processes, you may also need to work with a department administrator or your local human resources representative. Michigan Medicine staff should contact the HR Solutions Center at 734-647-5538. UM-Flint faculty and staff should contact Flint Human Resources at 810-762-3150. UM-Dearborn faculty and staff should contact Dearborn Human Resources at 313-593-5190.

2. When should I submit the Maternity (Childbirth) and Parental Leave Request eForm? (Ann Arbor staff)
   The SSC’s Maternity and Parental Leave Request eForm must be submitted after the child is born or placed with you for adoption, foster care or legal guardianship. Submit the form as soon as possible following the event to ensure timely processing of leave benefits, even if you do not intend to take parental leave immediately. You may submit the form yourself, or someone else (such as your supervisor, department administrator or HR representative) may submit it on your behalf, but it should only be completed once for each request. Please note that submitting the eForm does not constitute approval from your department to take parental leave. Your supervisor must approve the timing of your leave.

3. What happens if I submit the eForm late?
   You will not be able to record maternity or parental leave on your timesheet if you have not submitted the eForm. For further assistance, contact the Shared Services Center at 734-615-2000. Michigan Medicine staff should contact the HR Solutions Center at 734-647-5538.

4. When should I submit my leave request to the HR Solutions Center? (Michigan Medicine, including Medical School staff)
   Submit a ticket to the Michigan Medicine HR Solutions Center as soon as the department is notified. An HR Solutions Center Specialist will review for eligibility for maternity and parental leave as well as FMLA, and provide notice to the employee and department. For assistance, call 734-647-5538.

5. How are balances added to the maternity and parental leave time reporting codes?
   Once the Maternity and Parental Leave Request eForm has been processed by the Shared Services Center, you will gain access to any leave balances for which you are eligible. These balances will be visible in Wolverine Access and can be reported using the time reporting codes MRL (maternity leave) and PRL (parental leave).
6. **Can I use maternity leave to cover absences related to my pregnancy or prenatal care?**

Maternity leave is not available until the baby is born. For absences related to pregnancy or prenatal care, you may use other types of time off for which you are eligible, such as extended sick time, short-term sick time, vacation or PTO.

7. **Can I use maternity and parental leave intermittently or part-time?**

Maternity leave must be used as a single block of up to 6 weeks of paid time off immediately following childbirth (240 hours with a full-time appointment). Parental leave scheduling is subject to department approval, but units must approve a single block of time if requested. Your unit may have established additional guidelines for scheduling parental leave, including intermittent use. Check with your supervisor, department administrator or human resources representative for more information.

8. **Am I entitled to take parental leave at any time of my choosing?**

Eligible faculty and staff are entitled to take up to 6 weeks of parental leave (240 hours with a full-time appointment) in the 12 months following their child’s birth or placement for adoption, foster care or legal guardianship, with scheduling subject to department approval. Units must approve a single block of time if requested. In partnership with human resources, units may establish consistent parental leave scheduling guidelines as needed to support local business processes.

9. **I work part-time. How much maternity and parental leave am I eligible for?**

Your balances of maternity and/or parental leave will be pro-rated from the maximum (6 weeks or 240 hours with a full-time appointment) by your appointment fraction. Please note that regular campus staff and Medical School staff must have at least a 20% appointment and regular hospital and health center staff must have at least a 50% appointment to be eligible for maternity and parental leave. There is no minimum effort requirement for faculty or postdoctoral research fellows, with the exception that non-instructional faculty must have at least a 20% appointment to be eligible for parental leave (no minimum appointment required for maternity leave). Eligibility for postdoctoral research fellows is subject to the rules of the sponsor or grant regarding payment for the leave period.

10. **Can I use parental leave starting at 6 months of service if I add a child to my family before I complete 6 months?**

No. To be eligible for parental leave, the birth or placement for adoption, foster care or legal guardianship must take place after you have completed 6 months of service.

11. **What happens if I need longer than 6 weeks for medical recovery from childbirth?**

In the event that you require longer than 6 weeks for recovery from childbirth (for example, due to a cesarean section or medical complications), you may supplement maternity leave with other types of time off for which you are eligible. Examples of paid time off include extended sick time, short-term sick time, vacation or PTO. An example of unpaid time off is a Medical/Child Care Leave of Absence.

12. **I am expecting twins. Do I qualify for a longer maternity or parental leave?**

No. Up to 6 weeks each of maternity and/or parental leave (240 hours with a full-time appointment) are available for each birth event associated with a single pregnancy, whether single or multiple birth.
13. Can I use maternity and parental leave more than once within a single year?
    Yes. Maternity and parental leave are available to eligible faculty and staff following each birth or
    placement for adoption, regardless of how close together multiple events may occur. However,
    parental leave may only be used once in a 12-month period following foster care or legal
    guardianship.

14. I’m in the process of adopting a child. When does my eligibility to use parental leave begin?
    Eligible faculty and staff may use parental leave within 12 months of the date the child is placed
    with the parents for adoption.

15. Can I use parental leave to cover absences related to processing an adoption, foster care or
    legal guardianship before the child has been placed with me?
    Parental leave is not available until the date the child is placed with you for adoption, foster care or
    legal guardianship. For absences that occur before the placement date, you may use other types of
    time off for which you are eligible, such as vacation or PTO.

16. When does the availability of parental leave renew for foster care placement and legal
    guardianship?
    Eligible faculty and staff may use parental leave once in the 12 months following a child’s
    placement for foster care or legal guardianship. The availability renews 12 months from the date of
    placement.

17. Does the university require documentation to support a request for maternity or parental
    leave?
    No. The university’s maternity and parental leave policies do not require any specific
    documentation. However, your department may require documentation under their time off approval
    guidelines and your eligibility for maternity and/or parental leave will be verified as part of the
    request process. Check with your supervisor or your local human resources department for more
    information.

18. Does parental leave carry over if I haven’t used the full 6 weeks by the end of 12 months?
    No. You must use parental leave within 12 months of the child’s birth or placement for adoption,
    foster care or legal guardianship.

19. Do I need to contact WorkConnections to request maternity or parental leave?
    Work Connections is the university’s integrated disability management program. It helps employees
    and supervisors when an employee experiences an injury or illness that prevents working.

    You do not need to contact Work Connections for a parental leave. An uncomplicated pregnancy
    and delivery typically will not require any involvement from Work Connections for a maternity leave
    Connections is the university’s integrated disability management program.

    One broad exception is that all faculty and staff paid with sponsored funds (codes 20000 and
    25000) and postdoctoral research fellows must work with their supervisors to submit appropriate
    medical documentation to Work Connections for maternity leave.
All faculty and staff should contact Work Connections if medical complications arise during pregnancy or delivery, if your health care provider recommends limiting work activities during pregnancy, or if an extended period of recovery is recommended following delivery.

20. What timekeeping codes are used for maternity and parental leave?
The time reporting code for maternity leave is MRL. The time reporting code for parental leave is PRL. These codes are available as of September 1, 2018.

21. How are maternity and parental leave tracked for faculty and other employees who do not record time in the Time & Labor system?
Like other time off, units will track maternity and parental leave for faculty and postdoctoral research fellows in accordance with local business processes. Research faculty and other non-instructional faculty who are required to report exception time will follow the eForm process through the Shared Services Center to gain access to maternity and parental leave banks. Contact your administrator or human resources representative for assistance.

22. Will maternity and parental leave balances be visible in Wolverine Access?
Yes. Any maternity and parental leave balances for which you are eligible will be visible in Wolverine Access once your request has been processed.

23. What happens if an employee reports more hours of maternity or parental leave than they have available?
Like other types of paid time off, if an employee reports more hours of maternity or parental leave than they have available, the extra hours will default to another pay code based on their available leave balances. If no maternity leave is available, the reported time will default to extended sick pay, short-term sick pay, PTO, or no pay. If no parental leave is available, the reported time will default to vacation, PTO or no pay.

24. Will I still accrue vacation or PTO during maternity and parental leave?
Vacation and PTO accrue during parental leave. Vacation and PTO do not accrue during maternity leave.

25. I used short-term sick and vacation time to bond with my new baby in August, but am now eligible for parental leave under the new policy. Can I retroactively apply parental leave to the time I took off over the summer?
No. As part of the initial implementation of these new benefits, eligible faculty and staff who added children to their families between July 1 and August 31, 2018, may request to use parental leave between September 1, 2018 and August 31, 2019. It may not be applied retroactively.

26. Will I still receive holiday and season day pay if I am using maternity or parental leave?
Yes. You should record HOL or SEA as appropriate on your timesheet for these days. Please note that maternity leave covers a six-week recovery period following childbirth. You may not necessarily exhaust your entire maternity leave balance (up to 240 hours with a full-time appointment) if your six-week recovery period includes holidays or season days.

27. Can I take an unpaid Child Care Leave of Absence in addition to parental leave?
Yes. All existing options for faculty and staff to take time off to recover from childbirth or care for a new child remain in place with the addition of maternity and parental leave benefits. For those who
are eligible, parental leave replaces the option to use short-term sick to bond with a newly born, newly adopted or newly fostered child within the first year of the child’s birth or arrival in the home.

28. Can maternity and parental leave run concurrently with FMLA?
Yes. Please review the FMLA tutorial for more information.

29. Can an employee use maternity or parental leave to receive pay during a period of the year when they wouldn’t ordinarily get paid?
No. Maternity and parental leave only provide salary replacement during periods when the faculty or staff member would ordinarily receive pay. Faculty with U-Year appointments may not request maternity or parental leave over the summer because there is no work expectation from June through August.

30. What happens if I add a child to my family when I am not working due to a RIF, seasonal leave or unpaid leave of absence that is not related to pregnancy?
If you are scheduled to return within 12 weeks (for birth mother) or six weeks (for all other parents and legal guardians) of the child’s birth or placement for adoption, foster care or legal guardianship, you will be eligible for some portion of maternity and/or parental leave. For employees who report time, you may submit an eForm to request maternity and/or parental leave as soon as your child’s birth or placement takes place. Your leave balances will be reduced by the amount of time between the child’s birth or placement and your scheduled return to work date or the date you are medically cleared to return to work from an unpaid Medical Leave of Absence. Please note that maternity leave must be used in the six weeks immediately following childbirth and parental leave must be used within 12 months of the child’s birth or placement with the parents. All Michigan Medicine staff should contact the HR Solutions Center at 734-647-5538.

31. What happens if my child is born when I am not working due to an unpaid Medical Leave of Absence that is related to my pregnancy?
For births that occur on or after September 1, 2018, an eligible birth mother would be able to use maternity leave immediately following delivery. Unit administrators should process a PAR transaction to return the employee to active pay status prior to submission of the employee’s maternity leave eForm request so that the employee may gain access to maternity leave balances for time reporting. All Michigan Medicine staff should contact the HR Solutions Center at 734-647-5538.

32. What happens if I add a child to my family when I am using extended sick time for a medical reason that is not related to pregnancy?
If you are medically cleared to return to work within 12 weeks (for birth mother) or six weeks (for all other parents and legal guardians) of the child’s birth or placement for adoption, foster care or legal guardianship, you will be eligible for some portion of maternity and/or parental leave. You should continue to use extended sick time until you are medically cleared to return to work from the original medical condition. For employees who report time, you may submit an eForm to request maternity and/or parental leave as soon as your child’s birth or placement takes place. Your maternity and/or parental leave balances will be reduced by the amount of time between the child’s birth or placement and the date you are medically cleared to return to work from the original medical condition. For example, an eligible birth mother who is cleared to return to work from her original medical condition four weeks after giving birth would have access of two weeks of paid maternity and six weeks of paid parental leave. Please note that maternity leave must be used in the six weeks immediately following childbirth and parental leave must be used within 12 months of the
child’s birth or placement with the parents. All Michigan Medicine staff should contact the HR Solutions Center at 734-647-5538.

33. What happens if there is a change in the employee’s appointment fraction during maternity or parental leave?
   Like other types of time off, maternity and parental leave balances will be proportionally adjusted if the faculty or staff member experiences a change in appointment fraction during the leave.

34. Does the change in extended sick time eligibility apply to illness or injuries that took place before September 1, 2018?
   No. The change in extended sick time eligibility applies to qualifying medical events that take place on or after September 1, 2018.