

REGULATION 22.12 - MATERNITY LEAVE - PARENTAL LEAVE.

22.124 - PAID PARENTAL LEAVE. Employees represented by District Council 33, District Council 47 and uniformed Police personnel represented by FOP with at least six-months of paid service shall be granted up to four (4) weeks of paid parental leave after the birth of a child or children, or upon taking custody of an adoptive child or a foster child under the age of 18. Effective July 1, 2023, Non-represented employees only shall be granted up to six (6) weeks of paid parental leave after the birth of a child or children, or upon taking custody of an adoptive child or a foster child under the age of 18.

Parental leave shall be used in continuous days during the 12-month period immediately following the birth or the arrival of the adoptive or foster child. Parental leave may be used on an intermittent basis only if approved by the employee's supervisor. Parental leave may not be used in increments of less than a day under any circumstance.

An employee may receive only one period of parental leave for the care of any given child. An employee may not use more than six weeks of paid parental leave in any twelve month period.

Any parental leave taken under this section shall be concurrent with, and not in addition to, leave allowable per FMLA.

Use of paid parental leave shall not require use of any accrued leave; and paid parental leave may be used in addition to any accrued leave.

For non-represented employees only, use of parental leave may extend the probationary period required under Regulation 14.

Any paid parental leave not used by the employee before the end of the 12-month period to which it relates shall be forfeited and may not be accumulated for any subsequent use.