



Paid Parental Leave

Questions you're likely to
hear

How much time can I take?

- Birth Mothers
 - Birth Mothers *can* use CAR days, if they have them.
 - Until they exhaust their balance or they reach 6 weeks (8 in the case of a C-Section).
 - Cannot borrow or use Grace Period and take Paid Parental Leave

How much time can I take?

- Everyone (who is eligible)
 - 6 weeks of Paid Parental Leave
 - Birth Mothers: 6 weeks begins after the last CAR day is used
 - Parents other than birth mothers: 6 weeks begins on the day of birth.
 - Can stay out longer—1st FMLA (if eligible), then non-FMLA Childcare

How much time can I take?

- Partners who both work for DOE in a UFT Title:
 - 6 weeks of PPL combined (plus any CAR days that the birth mother may use)

What do I get?

- Pay
 - Paid full salary, plus the vacation pay deduction
 - One check, taxed at the regular rate
- Benefits
 - Maintain health benefits
- Off of payroll
 - No seniority accruals, tenure credit, Teacher's Choice (if off of payroll 11/1/18)

What about Lump Sum?

- Birth mothers who are using CAR days on 10/1 will receive the lump sum in October.
- Anyone who is on PPL, and off of payroll on 10/1:
 - If they return before the last day of February, they will receive their lump sum on March 15.
 - If they return after the last day of February, they will receive the lump sum they missed, and the next lump sum the following October.