



# UFT members deserve paid parental leave

## DID YOU KNOW...

- UFT MEMBERS CURRENTLY HAVE NO PAID PARENTAL LEAVE.
- NEW MOTHERS CAN ONLY TAKE UP TO SIX WEEKS (EIGHT FOR A C-SECTION) OF LEAVE AND CAN ONLY BE COMPENSATED IF THEY HAVE SICK DAYS TO TRADE IN.
- THE CURRENT SICK-DAY LEAVE POLICY DOES NOT APPLY TO ADOPTIVE PARENTS, FOSTER PARENTS AND FATHERS, EVEN IF THEY HAVE DAYS IN THEIR CAR.
- MANY NEW MOTHERS USE THEIR ENTIRE CAR TO COVER THEIR MATERNITY LEAVE. TWO-THIRDS OF MEMBERS WHO ENDED THE 2016-17 SCHOOL YEAR ON CHILDCARE LEAVE HAD A CAR BALANCE OF ZERO OR A NEGATIVE CAR BALANCE.
- SUMMER PAY IS ALSO CUT WHEN WOMEN GO ON LEAVE DURING THE SCHOOL YEAR TO CARE FOR A NEWBORN.
- MANY NEW MOTHERS ALSO BORROW UP TO 20 DAYS.
- IN ORDER TO SAVE UP ENOUGH DAYS TO COVER A SIX-WEEK LEAVE, UFT MEMBERS WOULD HAVE TO NEVER BE SICK OR ABSENT FOR THREE YEARS (FOUR YEARS FOR A C-SECTION).
- A CHILD DOESN'T LEARN TO SMILE UNTIL SIX WEEKS OLD.

**Join the fight at**  
***[www.uft.org/parental-leave!](http://www.uft.org/parental-leave!)***



United Federation of Teachers  
*A Union of Professionals*