

MOU REGARDING PARENTAL AND POST-PARTUM LEAVE

To be implemented immediately upon execution by the parties:

1. Paid parental and postpartum leave is available after the birth of an employee's child or the placement of a child with the employee for adoption or foster care.
2. The paid parental and postpartum leave described in paragraph 4 below is available to all employees who as of March 5, 2024 were taking paid parental or post-partum leave. For those employees already taking paid parental and post-partum leave, the amount of leave they have taken as of March 5, 2024 will be counted against the the balance of leave remaining before reaching the ten-week maximum.
3. The paid parental and post-partum leave described in paragraph 4 below is also available to all employees who take such leave on or after March 5, 2024. The paid parental and postpartum leave described below is not available to employees who completed paid parental and post-partum leave before March 5, 2024.
4. Full-time employees who have been employed for a minimum of six (6) months may take up to ten (10) non-consecutive paid weeks for parental, postpartum needs. Non-consecutive parental leave must be taken in two equal installments. Any parental leave must be taken within twelve (12) months after the date of birth or child placement.

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For the Union

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