

### **“What does this mean for me & my baby?”**

- Per the Negotiated Agreement, you have 6 weeks of paid leave (if you've accrued enough sick leave) afforded you. The “clock” starts this leave on the date of the child's birth.
- If you deliver during a non-work time (i.e. summer vacation), the six weeks of paid leave still begins with the birth of the child, however, NO accrued sick time is impacted by your maternity leave.
- FMLA begins with the first day of work after the birth of your child. This leave runs concurrently with your 6-wk. paid leave if applicable. If delivery occurs during the summer, FMLA leave does not begin until the first day back to work.
- FMLA leave (remember is “unpaid” leave with health care provided) stops and starts when vacation or non-work days occur.
- Questions regarding PAY can be directed to Lynn LaSpina, in the payroll department.