

## Postdoctoral Scholar Parental Leaves

### Uncomplicated Pregnancy & Delivery \*

Week	Week 1-2	Week 2 – 8 (2 - 10)	Week 8 - 20 (10 – 22)
	2 weeks prior to the due date	Disability (6 – 8 weeks)	Baby Bonding
<b>Legally Protected Leaves</b>	Pregnancy Disability Leave & FMLA	Pregnancy Disability Leave & FMLA	Remaining FMLA & CFRA
<b>Compensation /Benefits</b>	Sick Leave, Disability, or PTO	Sick Leave, Disability, or PTO	PTO or Paid Parental Leave

Child-bearing and non-child-bearing parents are eligible for 12 weeks of Baby Bonding/Parental Leave to be used anytime within the first 12 months of the birth, adoption, or placement of a child. Postdocs can use their 4 weeks of paid parental leave and their PTO during this time. Postdocs cannot take a leave without pay until their PTO and parental bonding leaves have been exhausted.

\* For illustrative purposes only. Each case is different, and we strongly recommend <sup>20</sup> that you consult with Employee & Labor Relations with any questions.