

1.09 Paid Parental Leave

The PRC offers paid Parental Leave to eligible employees to care for an employee's newborn child or newly adopted child following the placement of an adopted child who is under the age of 18 within the employee's home. Paid Parental Leave gives parents additional flexibility and time to bond with their new child, adjust to their new family situation, and balance their work obligations.

Paid Parental Leave is available to all full-time and part-time benefits-eligible employees who have at least three (3) months/ ninety (90) days of continuous employment with the PRC.

For each eligible employee, paid Parental Leave is thirty (30) hours of paid leave at the employee's base rate of pay for up to twelve (12) continuous weeks following the birth or adoption of the employee's child.

Paid Parental Leave will run concurrently with FML and will be counted against any FML available to employees using the Paid Parental Leave benefit. Full-time employees who are eligible for FML and have paid time off allowances (i.e., accrued exchange or compensatory time, sick leave, or vacation leave) will be required to supplement the remaining ten (10) hours during each week of Paid Parental Leave/ FML with any accrued time off.

Full time employees who are not eligible for FML may supplement the remaining ten (10) hours during each week of Paid Parental Leave at their base rate of pay with accumulated exchange or compensatory time, sick leave, or vacation leave. If employees do not have accumulated paid time off, the remaining ten (10) hours will be unpaid. As an exception to the Leave Donation policy in Section 11.07 of this Handbook, full-time employees who are not eligible for FML may receive leave donations from other PRC employees in accordance with the process set forth in Section 11.07 to supplement the remaining ten (10) hours during each week of Paid Parental Leave, provided they exhaust all sick leave, vacation leave, and exchange or compensatory time.

Vacation and sick leave continue to accrue during Paid Parental Leave. The PRC will also continue to pay its share of the cost of an employee's group health insurance during Paid Parental Leave. The employee's share of the premium will be deducted from the employee's pay in accordance with normal practices during Paid Parental Leave.

Paid parental leave must be utilized within the twelve (12) weeks following the birth or adoption of a child. Employees are not eligible to receive holiday pay during Paid Parental Leave. A holiday occurring during the leave period shall be counted as one day of Paid Parental Leave and shall be paid as such.

An employee is eligible for Paid Parental Leave for only one (1) birth or adoption within a rolling twelve (12) month period. The fact that a multiple birth or adoption occurs (for example, the birth or adoption of twins) does not increase the length of Paid Parental Leave granted for that event.

If two (2) married eligible employees both work for the PRC, and each wants to take Paid Parental Leave for the birth or adoption of a child, the employees may take only a combined total of twelve (12) weeks of leave.

Documentation Required for Paid Parental Leave

Eligible employees must submit a completed leave request form to Human Resources with a copy to the PRC Director at least thirty (30) days prior to the anticipated date of Paid Parental Leave. In situations where it is not possible to submit the form thirty (30) days prior to the anticipated date of Paid Parental Leave, employees should submit a leave request form to Human Resources and the PRC Director as soon as it is practicable to do so.

Eligible employees will be required to furnish appropriate medical documentation to use Paid Parental Leave to care for a newborn child. If applicable, the medical certification requirements for FML will govern (see section 11.07). The employee's health care provider must complete and sign the medical documentation.

Eligible employees will be required to furnish appropriate adoption documentation, such as a letter from an adoption agency or from the attorney in cases of private adoptions to care for a newly adopted child.

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