

EXAMPLES OF PAID PARENTAL LEAVE IN CONJUNCTION WITH ACCRUAL USAGE AND OTHER LEAVE TYPES:

RRSU Gestational Parent (birth)	RRSU Non-gestational Parent (non-birth)
<p>Employee has 3 weeks of accrued sick leave and 8 weeks of accrued vacation leave. The employee plans on being out the entire 7 months afforded for Child Care Leave and then 12 weeks of Paid Family Leave:</p> <ol style="list-style-type: none"> Employee is designated FMLA if eligible to run concurrent with accrual usage and other leave types. Sick Leave accruals are used first during period of disability (employee exhausts sick leave credits and satisfies waiting period for IPP). The employee is placed on IPP for 3 weeks. Employee is placed on FMLA Leave Without Pay for 4 weeks. (Health Insurance will remain at the Employee Share during FMLA). Employee uses 8 weeks of vacation. Employee is then placed on Paid Parental Leave for 12 weeks. Employee then goes on Paid Family Leave for the remainder of leave for 12 weeks. 	<p>Employee opts to charge one week of accruals to Family Sick Leave. The employee plans on being out for 4 months and 1 week:</p> <ol style="list-style-type: none"> Employee is designated FMLA if eligible to run concurrent with accrual usage and other leave types. Employee charges 5 days of Family Sick Leave allowed for initial period of disability of gestational parent. Employee is then placed on Paid Parental Leave for 12 weeks. Employee then goes on Paid Family Leave for the remainder of leave for 4 weeks.
RRSU Adoptive Parent	RRSU Foster Care Parent
<p>Employee has 8 weeks of accrued vacation and 1 week of Personal Leave. The employee plans on being out the entire 7 months afforded for Child Care Leave and will continue to be out an additional 5 weeks using their Paid Family Leave entitlement:</p> <ol style="list-style-type: none"> Employee is designated FMLA if eligible to run concurrent with accrual usage and other leave types. Employee uses 8 weeks of vacation. Employee uses 1 week of Personal Leave. Employee is then placed on Paid Parental Leave for 12 weeks. Employee then goes on Paid Family Leave for 12 weeks. 	<p>Employee has 8 weeks of accrued vacation, 3 weeks of VRWS Credits and 1 week of Personal Leave. The employee plans on being out for 12 weeks under the Family Medical Leave Act (FMLA), 12 weeks Paid Parental Leave (PPL) and 12 weeks Paid Family Leave (PFL) for a total of 9 months. Employee is not allowed to use accrued sick leave:</p> <ol style="list-style-type: none"> Employee is designated FMLA if eligible to run concurrent with accrual usage and other leave types. Employee uses 8 weeks of vacation. Employee uses 3 weeks of VRWS Credits. Employee uses 1 week of Personal Leave. Employee is then placed on Paid Parental Leave for 12 weeks. Employee then goes on Paid Family Leave for 12 weeks.