

Northfield Parental Leave Survey  
6/6/2018

Location	Proposed Policy for the City of Northfield 6.6.18	Carleton College Campus Handbook	Northfield Public Schools Policy	Post Consumer Brands (PBC) Policy	St. Olaf College Exempt & Non-Exempt employee groups
<b>Purpose</b>	To provide parents time to bond with newborn children or newly-adopted children in hopes of setting children up for long term health and wellbeing.	Any regular, benefit-eligible exempt or non-exempt staff member who becomes either a birth or adoptive parent and who is the primary caregiver (designated biological or adoptive parent) may receive up to 12 weeks of paid parental leave. Primary caregiver = 12 weeks, secondary caregiver = 3 weeks.	Following FMLA policy and Minnesota parenting leave laws, teacher agreement allows up to 10 paid parental leave days for Moms and Dads.	The purpose of PCB's Parental Leave Policy is to provide all new parents, regardless of gender or familial make-up, additional flexibility and time to bond with their new child, adjust to their family situation, and balance professional obligations.	When employees become new parents, whether natural or adoptive, a parental leave may be available under the FMLA, the Minnesota Parental Leave Act, or both.
<b>Covered Workers</b>	Employees who have worked for the city at least 12 months, who have worked for at least 1,250 hours over the 12 months preceding the leave, and who have requested and received FMLA leave	To qualify to receive paid parental leave, a staff member must have worked continuously at the college as regular benefit-eligible for at least one year.	Employees who have worked for the school district at least 12 months, worked an average number of hours per week equal to one-half of the FTE during the 12-month period preceding the leave, and who have requested and received FMLA leave	An employee who has been employed by the Company for at least one continuous year (12 months).	An employee who has been employed by St. Olaf for at least one continuous year (12 months) and has worked at least one-half time (but fewer than 1,250 hours) are entitled to six weeks Parental Leave or at least 1,250 hours entitled to twelve weeks FMLA).

<b>Max. Leave Duration for Mothers</b>	2 weeks paid parental leave based on FTE Count; up to a total of 12 weeks of supplemental paid leave, when combined with employee's accrued leave (vacation, sick leave, personal holiday, compensatory time).	3 weeks paid parental leave. A parental leave will run concurrently with any FMLA leave. Maximum amount of paid Parental/FMLA leave will not exceed 12 weeks.	8 weeks of pay after the birth of a child for the disability period after giving birth. 10 days of parental leave. 2 days personal leave. Employees that are members can also draw from our District-wide sick leave bank. Up to 12 weeks running concurrent with FMLA.	2 weeks of paid parental leave (up to 80 hours). Leave runs concurrently with FMLA. 12 weeks	Exempt use sick time; non-exempt use PTO; Non-exempt eligible for short-term disability (60% of wage for 6 or 8 weeks depending on delivery). Self insured for short term disability & use PTO for first 5 business days Exempt: 6-8 weeks paid salary continuation then accrued leave benefits.
<b>Max. Leave Duration for Fathers/Partners</b>	2 weeks paid parental leave based on FTE Count. up to a total of 12 weeks of supplemental paid leave, when combined with employee's accrued leave (vacation, sick leave, personal holiday, compensatory time).	3 weeks paid parental leave. A parental leave will run concurrently with any FMLA leave. Maximum amount of paid Parental/FMLA leave will not exceed 12 weeks.	10 days of parental leave available for Dad under teacher agreement. Dads can also use the "sick leave - other code while spouse is hospitalized with the new baby. 2 personal days they can choose to use for this purpose to equal 15 days maximum paid leave to run concurrently with FMLA. 12 weeks.	2 weeks of paid parental leave (up to 80 hours). Leave runs concurrently with FMLA. 12 weeks	Two weeks parental leave.
<b>Max. Leave Duration for Adoptive Parents/Other Types of Caregiving</b>	Maximum amount of leave (paid and unpaid) will not exceed 12 weeks.	Maximum amount of paid and unpaid Parental/FMLA leave will not exceed 12 weeks.	Maximum amount of leave (paid and unpaid) will not exceed 12 weeks.	Maximum amount of leave (paid and unpaid) will not exceed 12 weeks.	Maximum amount of leave (paid and unpaid) will not exceed 12 weeks.

<b>Amount of Benefit/Percentage of Pay</b>	100% of regular pay for 2 weeks	100% of regular pay for 3 weeks	100% of regular pay as outlined above.	0% of regular pay for 2 weeks	Moms: 60% pay while on short term disability. Dads: 2 weeks pay. If Exempt salary continuation through end of leave. Non-exempt use PTO.
<b>Mechanism for Payment</b>	Funded by the City	Funded by Carleton College	Funded by Northfield Public Schools	Funded by PCB	Funded by St. Olaf
<b>Interaction with other Forms of Leave</b>	Will run concurrently with FMLA leave, Pregnancy and Parenting Leave MN Statute 181.941.	Parental leave will run concurrently with FMLA leave.	Will run concurrently with FMLA and with parenting leave under state law.	Will run concurrently with FMLA leave and other state or locally required leave time, as applicable.	

<b>No Parental Leave Policy:</b>	<ol style="list-style-type: none"> <li>1. Cardinal Glass</li> <li>2. All Flex</li> <li>3. Northfield Hospital and Clinics</li> </ol>
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