

Northfield Parental Leave Survey of Comparable Cities

Location (effective date)	Proposed Policy for the City of Northfield 6.6.18	St. Louis Park 12/18/14	Brooklyn Park 2/13/17	Richfield 1/1/16	Minneapolis 1/1/15	St. Paul 1/1/15
Purpose	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.	To provide paid and unpaid parental leave benefits to employees due to the birth of an employee's child or the placement within an employee's home of an adopted child.	The City will provide its employees with potentially, two weeks of paid parenting leave.	To provide parents of all genders time to bond with newborn children or newly-adopted children in hopes of setting children up for long term health and wellbeing.	To provide eligible employees with up to 120 hours (three weeks) of paid parental leave. The policy allows for the use of paid leave to be taken within 12 weeks following the birth or adoption of a child.	Give parents additional flexibility and time to bond with their new child, and to adjust to their new family situation, and balance their work obligations.
Covered Workers	Employees who have worked for the city at least 12 months, who have worked for at least 1,250 hours over the 12 months proceeding the leave, and who have requested and received FMLA leave.	An employee must have been employed by the City, working at least 20 hours per week for a minimum of one continuous year (12 months).	If the employee becomes a biological or adoptive parent after working for the City for the preceding twelve(12) consecutive months for an average of twenty hours per week or more.	This policy applies to all eligible benefit-earning employees (regardless of gender) employed by the City for a minimum of one continuous year (12 months) and who becomes biological or adoptive parents in conjunction with childbirth or adoptions occurring on or after January 1, 2016.	An eligible employee is defined as a biological parent, an adoptive parent, or the spouse of a biological or adoptive parent. For the purposes of this policy "registered domestic partners" are considered spouses. You must be eligible to accrue sick leave. You must not have any disciplinary action in the previous two years for the misuse of sick leave.	Paid parental leave is available to certified, provisional and appointed employees who are FMLA eligible. An employee is FMLA eligible if s/he has been employed with the City of Saint Paul for at least twelve (12) months and has worked a minimum of 1,250 hours during a 12-month period prior to the leave.

Max. Leave Duration for Mothers	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).	The paid parental leave benefit is 100% of the employee's regular base wage (does not include overtime, supplemental pay, and/or other additional pay), for regularly scheduled work hours for up to 21 calendar days and must begin on the date of the birth or placement for adoption.	Week One: (five consecutive days) shall be taken within twelve calendar weeks of the birth or placement of the child; the leave shall be aside from and not intended to affect any state or federal law provision of parenting leave to which the employee may be entitled; and if the parent has used week one of the City's offered parenting leave for the birth or placement of a child the parent may utilize week two (five consecutive days). Week two of paid parenting leave immediately after twelve consecutive weeks of parenting leave taken by the employee under state or federal law; and the employee utilizes week two within 24 weeks of the birth or	The paid parental leave benefit is 100% of the employee's regular base wage (does not include overtime, supplemental pay, and/or other additional pay), for regularly scheduled work hours for up to 10 work days (80 hours). Benefit begins on the employee's first scheduled work day after the baby's birth or placement for adoption (pro rata hours for regular part-time employees).	An eligible employees is defined as a biological parent, an adoptive parent, or the spouse of a biological or adoptive parent. For the purposes of this policy "registered domestic partners" are considered spouses. You must be eligible to accrue sick leave. You must not have any disciplinary action in the previous two years for the misuse of sick leave	An eligible employee who is the birthing mother will receive up to four continuous weeks of pay. Paid leave will be based on the employee's certified normal rate of pay (based on full-time equivalency) not including premiums or scheduled overtime. Part-time employees are eligible for paid parental leave base on their average number of hours worked during the previous twelve months.
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Max. Leave Duration for Fathers/Partners	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).	The paid parental leave benefit is 100% of the employee's regular base wage (does not include overtime, supplemental pay, and/or other additional pay), for regularly scheduled work hours for up to 21 calendar days and must begin on the date of the birth or placement for adoption.	Week One: (five consecutive days) shall be taken within twelve calendar weeks of the birth or placement of the child; the leave shall be aside from and not intended to affect any state or federal law provision of parenting leave to which the employee may be entitled; and if the parent has used week one of the City's offered parenting leave for the birth or placement of a child the parent may utilize week two (five consecutive days. Week two of paid parenting leave immediately after twelve consecutive weeks of parenting leave taken by the employee under state or federal law; and the employee utilizes week two within 24 weeks of the birth or	This policy applies to all eligible benefit-earning employees (regardless of gender) employed by the City for a minimum of one continuous year (12 months) and who becomes biological or adoptive parents in conjunction with childbirth or adoptions occurring on or after January 1, 2016.	An eligible employee is defined as a biological parent, an adoptive parent, or the spouse of a biological or adoptive parent. For the purposes of this policy "registered domestic partners" are considered spouses. You must be eligible to accrue sick leave. You must not have any disciplinary action in the previous two years for the misuse of sick leave.	All other eligible parents will receive up to two continuous weeks of pay. Paid parental leave is in addition to, and not a replacement for, any other leave for which an employee is eligible.
Max. Leave Duration for Adoptive Parents/Other Types of Caregiving	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) is 13 weeks due to birth or adoption of a child.	Maximum amount of leave (paid and unpaid) will not exceed 12 weeks.	Maximum amount of leave (paid and unpaid) will not exceed 12 weeks.	Paid parental leave must be utilized within twelve weeks following the birth or adoption of a child.

Amount of Benefit/Percentage of Pay	100% of regular pay for 2 weeks	100% of the employee's regular base wage (does not include overtime, supplemental pay, and/or other additional pay), for regularly scheduled work hours for up to 21 calendar days and must begin on the date of the birth or placement for adoption.	100% of regular pay for 2 weeks following conditions set forth in policy.	100% of regular pay for 2 weeks	100% of regular pay. Three weeks (up to 120 hours) of paid parental leave.	Mothers: Four weeks of continuous pay. All other eligible parents will receive up to two continuous weeks of pay.
Interaction with other Forms of Leave	Will run concurrently with FMLA leave, Pregnancy and Parenting Leave MN Statute 181.941.	Will run concurrently with FMLA leave, Pregnancy and Parenting Leave MN Statute 181.941.	Will run concurrently with FMLA leave, Pregnancy and Parenting Leave MN Statute 181.941. May not be taken intermittently or on a reduced-schedule basis unless approved by a doctor.	Will run concurrently with FMLA leave, Pregnancy and Parenting Leave MN Statute 181.941.	Paid parental leave must be used in a solid block of time and run concurrently with any other leaves available under existing federal and state laws. Paid parental leave must be requested and used within 12 weeks of the qualifying event or the opportunities to request and/or use the leave will be forfeited.	Will run concurrently with FMLA leave.

