

Parental Leave

Under Minnesota law, eligible employees can take up to twelve (12) weeks of unpaid leave in the following circumstances:

- Upon birth or adoption of a child;
- For a birthing parent's prenatal care or incapacity due to pregnancy, childbirth or related health conditions.

Employees must give MCAD reasonable notice of the date the leave will begin and estimated duration of the leave. For leave taken in connection with the birth or adoption of a child, the leave must begin within twelve (12) months of the birth or adoption. Employees are eligible for Parenting and Pregnancy leave if they have worked at least 1,000 hours in the twelve (12) month period immediately preceding the leave. If an employee is on an FMLA leave for pregnancy or pregnancy-related conditions, the FMLA leave and the Parenting and Pregnancy leave will run concurrently.

Employees located in states other than Minnesota should consult their state addenda for state specific information concerning this policy.