# Maternity and Parental Leave - Benefits and Funding summary by pay group

## Maternity Leave
(Birth Parent)

<table>
<thead>
<tr>
<th>Week 1-8</th>
<th>Weeks 9-12</th>
<th>Week 13</th>
</tr>
</thead>
<tbody>
<tr>
<td>Benefit</td>
<td>Funding</td>
<td>Benefit</td>
</tr>
<tr>
<td>Union Staff</td>
<td></td>
<td></td>
</tr>
<tr>
<td>&lt;7 years 70% STD</td>
<td>Fringe</td>
<td>&lt;7 years 70% pay</td>
</tr>
<tr>
<td>&gt;7 years 100% STD</td>
<td>Fringe</td>
<td>&gt;7 years 100% pay</td>
</tr>
<tr>
<td>Exempt Staff / Postdocs</td>
<td></td>
<td></td>
</tr>
<tr>
<td>&lt;7 years 75% STD</td>
<td>Fringe</td>
<td>&lt;7 years 75% pay</td>
</tr>
<tr>
<td>&gt;7 years 100% STD</td>
<td>Fringe</td>
<td>&gt;7 years 100% pay</td>
</tr>
<tr>
<td>Other Academic</td>
<td></td>
<td></td>
</tr>
<tr>
<td>&lt;7 years 75% pay</td>
<td>Supplemental Fringe with 25% supplement from PTO 2 if desired</td>
<td>&lt;7 years 75% pay</td>
</tr>
<tr>
<td>&gt;7 years 100% pay</td>
<td>Supplemental Fringe</td>
<td>&gt;7 years 100% pay</td>
</tr>
<tr>
<td>Faculty</td>
<td>100% pay</td>
<td>Supplemental Fringe</td>
</tr>
</tbody>
</table>

## Parental Leave
(Non-birth Parent)

<table>
<thead>
<tr>
<th>Week 1-4</th>
<th>Weeks 5-13</th>
</tr>
</thead>
<tbody>
<tr>
<td>Benefit</td>
<td>Funding</td>
</tr>
<tr>
<td>Union Staff</td>
<td></td>
</tr>
<tr>
<td>&lt;7 years 70% pay</td>
<td>Department 3 with 30% supplement from PTO 1 if desired</td>
</tr>
<tr>
<td>&gt;7 years 100% pay</td>
<td>Department 3</td>
</tr>
<tr>
<td>Exempt Staff / Postdocs</td>
<td></td>
</tr>
<tr>
<td>&lt;7 years 75% pay</td>
<td>Exempts: Department 3 with 25% supplement from PTO 2 if desired</td>
</tr>
<tr>
<td></td>
<td>Postdocs: School with 25% supplement from PTO 2 if desired</td>
</tr>
<tr>
<td>&gt;7 years 100% pay</td>
<td>Exempts: Department 3</td>
</tr>
<tr>
<td></td>
<td>Postdocs: School</td>
</tr>
<tr>
<td>Other Academic</td>
<td></td>
</tr>
<tr>
<td>&lt;7 years 75% pay</td>
<td>Supplemental Fringe with 25% supplement from PTO 2 if desired</td>
</tr>
<tr>
<td>&gt;7 years 100% pay</td>
<td>Supplemental Fringe</td>
</tr>
<tr>
<td>Faculty</td>
<td>100% pay</td>
</tr>
</tbody>
</table>

1 PTO = Paid Time Off
2 PTO = Paid Time Off
3 "Department" funding

For Exempt Staff and Union Staff, vacation time is funded through the vacation fringe.
There is no additional net charge to the department/account for vacation time taken.

Postdoc vacation is governed by the policy posted on the SPH Office for Faculty Affairs web site.
Postdoc PTO may be charged to a grant in proportion to the normal percentage of effort associated with the project.

Other Academic vacation is governed by the policy posted on the SPH Office for Faculty Affairs web site.
For Other Academics, this PTO may be charged to a federal grant in proportion to the normal percentage of effort associated with the project.

This may be charged to a federal grant in proportion to the normal percentage of effort associated with the project.