

Maternity & Parental Leaves

Maternity Leave

- Leave an eligible female employee may take prior to the date of delivery for bed-rest, prenatal appointments and any medical necessity related to pregnancy or child birth.
 - *Bed Rest*: Leave prior to delivery date due to a medical condition or high-risk pregnancy.
 - *Pre-Natal Treatments*: Leave prior to the delivery date for appointments with a healthcare provider that follows a standard prenatal treatment schedule.
- Leave an eligible female employee may take after the date of delivery. For Wayne State University employees this leave is typically 8 weeks for both Natural and Caesarean Delivery.

Parental Leave

- Leave taken after the birth of a child for a parent to bond with his/her child. This leave is not for a medical condition.
- For mothers of a newborn child, this leave is typically 4 weeks, depending on how long the employee is eligible for, and opts to take, of their entire 12-weeks of FMLA entitlement.
- Fathers of a newborn child who are eligible for FMLA and have their full FMLA entitlement may take up to 12 weeks of leave to bond with the child.
- Parental leave for mothers and fathers must be taken within one (1) year of the birth of the child.
- If a husband and wife both work for Wayne State University, they must share the 12-weeks of parental leave between them, subject to each of them being eligible for FMLA and having enough FMLA entitlement to cover the requested period of time.