IVINS CITY PAID PARENTAL LEAVE POLICY

We reached out to cities and other government entities throughout the state regarding their Parental/Maternal Leave policies. Below is information from the cities that that responded.

	CITY / ENTITY	PARENTAL (either parent)	USEAGE	POSTPARTUM (birth mother total)	USEAGE	ELIGIBIILITY
1	Eagle Mountain	1 week	First 3 months	+ 1 week (2)	First 3 months	FT Benefited Employee
2	Spanish Fork	1 week	First 3 weeks	+ 1 week (2)	Immediate	Benefited Employee
3	Mapleton	1 week	Immediate	+ 3 weeks (4)	Immediate	FT Benefited Employee
4	Provo City	2 weeks	?	+ 4 weeks (6)	?	?
5	Draper	2 weeks	?	?	?	?
6	Cache County	2 weeks	Anytime 12 months	--	--	FT – 6 months
7	Utah County	2 weeks	First 3 months	+ 2 weeks (4)	Immediate	6 months – Benefited
8	Murray	3 weeks	Within 6 months	--	--	FMLA Eligible
9	Kaysville	3 weeks	First 3 months	+ 3 weeks (6)	First 3 months	FMLA + Benefit Eligible
10	Public Schools	3 weeks	Immediate	+ 3 weeks (6)	Immediate	Benefit Eligible
11	State Employees	3 weeks	Immediate	+ 3 weeks (6)	Immediate	Benefit Eligible
12	Davis Sewer Dist.	3 weeks	Immediate	--	--	Benefited Employee
13	Orem	3 weeks	First 3 months	+ 3 weeks (6)	Immediate or Necessity	FMLA + Benefit Eligible
14	Centerville	3 weeks	Within 6 months	+ 3 weeks (6)	Immediately	FMLA + Benefit Eligible
15	SL Valley EMS	3 weeks	Immediate	+ 3 weeks (6)	Immediate	FMLA + Benefit Eligible
16	Midvale	Up to 6 weeks	Immediate	--	--	FMLA + Benefit Eligible
17	West Valley City	4 weeks	First 3 months	--	--	FT + FMLA Eligible
18	Davis County	4 weeks	Anytime 12 months	--	--	FT – 6 months
19	Salt Lake City	6 weeks	Within 12 months	+ 6 weeks (12)	Immediate	FT Benefit Eligible
20	Salt Lake County	6 weeks	Within 12 months	--	--	FT – 6 months
21	University of Utah	6 weeks	?	--	--	FMLA Eligible
22	Santa Clara City	Fire Chief reported new Parental Leave Policy – Still waiting on confirmation				

Cities/Entities Without Paid Parental Leave: Bluffdale (pushing for it), Washington City, Taylorsville, Pleasant Grove, Hurricane, Washington County, St George (having discussions)

Decisions to Make:

1. Eligibility for Paid Parental Leave
    a. FMLA Eligible Employee = 12 months of service + at least 1250 hours
        i. This criteria alone may include Part-Time employees with 1250+ hours/year
    b. Full-Time Benefited Employee + FMLA Eligible (12 months, 1250 hours)
        i. Employees in this category would have 12 months + be Full-Time and benefit eligible (this would exclude PT employees)
    c. FT Benefited Employee + 6 months of service
        i. FMLA protections would apply if eligible
    d. Other?

2. Type of Policy
    a. Parental Only
        i. leave would be for either parent whether they gave birth or not
    b. Hybrid – Parental + Postpartum
        i. Give any parent a certain amount of paid leave + additional leave for a birthing mother

3. Length of Leave
    a. 2 weeks paid parental leave (either parent)
    b. 3 weeks paid parental leave (either parent)
    c. 4 weeks paid parental leave (either parent)
    d. 6 weeks paid parental leave (either parent)
    e. 1 week paid parental (either parent) + 2 weeks paid postpartum (birthing mother)
    f. 2 weeks paid parental (either parent) + 4 weeks paid postpartum (birthing mother)
    g. 3 weeks paid parental (either parent) + 3 weeks paid postpartum (birthing mother)
    h. Other?

4. Timeframe for Usage
    a. Immediately and Consecutively
    b. Anytime within a 3-month period
    c. Anytime within a 6-month period
    d. Anytime within a 12-month period
    e. Other?

Other Considerations:

- Submitting Requests within 30 days of due date? Or ASAP with pre-term deliveries?
- Would stillbirths after 20 weeks gestation be eligible? + Bereavement?
- What if mother becomes eligible while on maternity leave? Would paid leave begin then?
- If holidays occur while on paid leave, would they still receive their full paid leave?