



KNOW YOUR RIGHTS:

Child Bonding Leave

Available for Full-Time Employees who have been continuously employed for 12 months or longer at the time of the birth of their child, or the temporary custody, adoption/ surrogacy, or foster care placement of a child under the age of 18.

ELIGIBLE TO RECEIVE UP TO 8 WEEKS OF PAID TIME OFF FROM WORK DURING THE FIRST 12 MONTHS FROM THE BIRTH/ PLACEMENT.

Employees are eligible to receive separate child bonding for each child added to their family, with a maximum benefit up to 16 weeks paid time in a rolling 12 month period.

ELIGIBLE EMPLOYEES MAY TAKE THIS LEAVE ALL AT ONCE OR INTERMITTENTLY IN INCREMENTS OF ONE WEEK.

You **MUST** request child bonding leave at least 30 days before the start of the leave, or as soon as practical. The leave will be paid at the same rate as vacation time.