

Sick Leave for Non-Birthing Parents Policy

It is the policy of the City of Saint Paul to provide limited use of accrued sick leave following the birth of a child for the care of the birthing parent.

In the case of a healthy birth of a child without complication, employees shall be allowed one week's (40 hours) of sick leave immediately following the birth of the child, with proof of birthing parent's need of assistance. Any additional paid time off must be accounted for either through approved vacation, accrued compensatory time, or paid parental leave (effective January 1, 2015).

If complications from the birth of the child require additional care for the birthing parent, additional use of sick leave may be allowed on a case-by-case basis. In the case of a sick child, employees may use their accrued sick leave on the same basis as if the employee were ill.

This policy is not meant to modify the terms of any contrary language found in applicable collective bargaining agreements. The use of sick leave in the case of the birth of a child shall run concurrently with approved leave under the Family and Medical Leave Act (FMLA).