

## CHAPTER 2: SO MANY CHOICES

# Plan for Maternity/Paternity Leave

For more information, see:

- Baby Center, [http://www.babycenter.com/0\\_maternity-leave-the-basics\\_449.bc](http://www.babycenter.com/0_maternity-leave-the-basics_449.bc)
- Maternity Leave Insider, <http://www.readbag.com/wombtobloom-maternityleaveinsider>

**Timing:** Begin exploring options in early pregnancy. Then develop a strategy, so you have a well-planned proposal to present to your employer in your second trimester.

## What options are available to you?

Paid parental leave: Does your employer offer it? \_\_\_\_\_ If so, how much time is offered? \_\_\_\_\_

What are the requirements for its use? \_\_\_\_\_

Accrued time: How many days do you have available for pregnancy, birth, and baby care?

Sick days \_\_\_\_\_ Vacation days \_\_\_\_\_ Personal days \_\_\_\_\_

Short-term disability: Do you have short-term disability coverage through your state, employer, or union? \_\_\_\_\_

Can it be applied to pregnancy and birth? \_\_\_\_\_ How much will it pay and for how long? \_\_\_\_\_

Unpaid leave: Is your employer required to offer twelve weeks of unpaid family leave under the Family and Medical Leave Act (FMLA)? \_\_\_\_\_ Does your employer have limitations on how you can use this leave time? \_\_\_\_\_

Bringing your baby to work: Is this an option? \_\_\_\_\_

## Additional questions to consider:

How will leave affect your employee benefits (health insurance, seniority, etc.)? \_\_\_\_\_

When do you plan to begin your leave? \_\_\_\_\_

What can you do to make your leave time go as smoothly as possible for your employer and coworkers? \_\_\_\_\_

When do you expect to return to work? \_\_\_\_\_

Do you want to return to full-time right away, or work part-time at first? \_\_\_\_\_

## Write your plan here:

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Once you have a plan, present it to your employer so you can begin negotiating the solutions that come closest to meeting your desires, while still honoring the needs of your employer and coworkers.