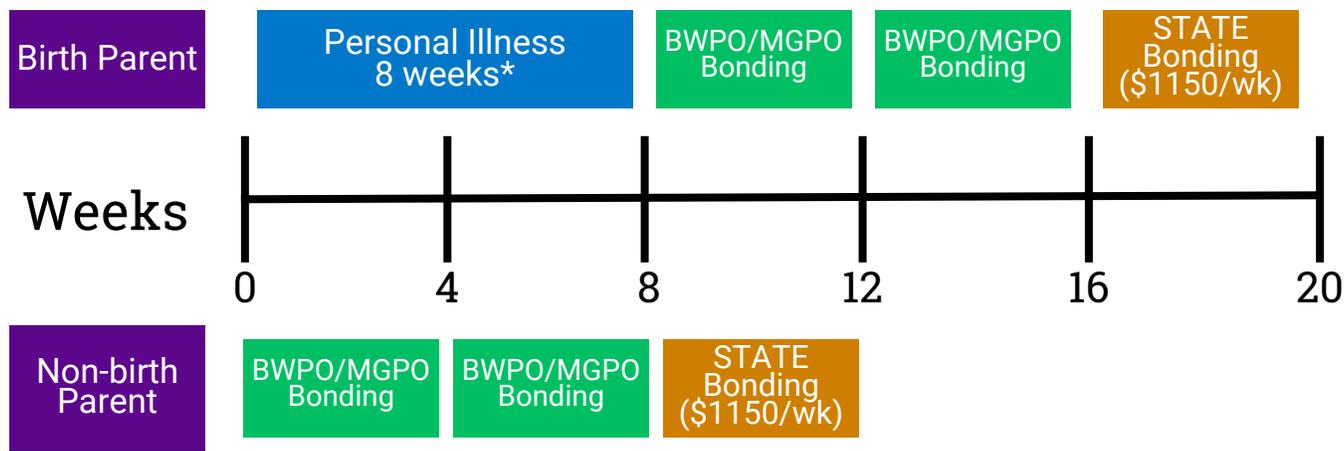


BWPO/MGPO* Parental Leave Policies



NOTES:

- All blocks are fully paid by the BWPO/MGPO unless otherwise specified.
- The terminology can be confusing! There is a BWPO/MGPO bonding leave (fully paid) and a STATE bonding leave (increased to \$1,149.90/week for leaves starting in 2024), but one person is only eligible for up to 12 weeks total (STATE + BWPO/MGPO) bonding leave.
- Birth parent: *As of 1/1/2023, personal illness leave for recovery from birth is now 8 weeks REGARDLESS of the method of delivery (vaginal or C-section).
- The BWPO/MGPO and state bonding leaves do not have to be taken immediately after the personal illness leave and can be done anytime during the child's first year of life.
- The bonding leave can be taken intermittently (as separate blocks or discrete days like every Mon for a few weeks).

**This does not apply to MEA physicians. Please contact your benefits office.*