



## Paid Parental Leave in the United States (U.S.)

For the purposes of this survey, “paid parental leave” is defined as:

- ✓ **Paid leave for use by new-parent employees to recover from the birth of a child and/or to care for or bond with a new child.** Definition of “new-parent employee” (i.e., birth mother, father, domestic partner, adoptive parent, etc.) and qualifying circumstances (i.e., birth, adoption, foster placement, surrogacy birth etc.) may vary and will be covered in this survey.
- ✓ **Paid parental leave that is distinct from other paid leave programs.** While using this type of paid leave, a new-parent employee does not need to use or exhaust other paid-time-off earnings or accruals such as vacation, sick time, personal leave or PTO; although, an employee may be able to use other earned/accrued paid time off *after* paid parental leave benefit is exhausted, if organizational policy allows.

What is *not* considered “paid parental leave” for purposes of this survey?

- ∅ **Unpaid, job-protected time off.** Job-protected time off that an organization may offer new-parent employees — whether legally-required to or not — if it does not include a specific paid leave benefit for new-parent employees that is paid for by the employer.
- ∅ **Paid leave that is NOT distinct from other paid leave programs.** Paid time off that requires the new-parent employee to use or exhaust other paid-time-off earnings or accruals such as vacation, sick time, personal leave or PTO.
- ∅ **Short- or long-term disability (STD, LTD).** Any portion of paid leave for a new-parent employee that is paid for by an employer-sponsored disability program (e.g., STD, LTD), regardless of whether the employee pays any premiums.
- ∅ **Government/state-sponsored disability or insurance.** Any portion of paid leave for a new-parent employee that is paid for by a government/state-sponsored program, including government/state programs that require contribution to the fund through employee payroll deduction.
- ∅ **Pay that supplements partial-pay disability insurance benefits.** When offered, this practice is usually intended to keep the employee’s compensation “whole” or at 100% because the insurance or disability payment only covers a portion of the employee’s pay (e.g., state-sponsored disability insurance, STD).