



Parental/Family Leave Policy

PARENTAL LEAVE

Parental leave is the time you take off to bond with your new child. There is a lot of complexity in designing parental leave policies – federal laws, different state laws, and all kinds of regulations. We designed our maternity & paternity policies to go above and beyond what most companies provide and the state minimums, since we think it's important for you to spend time with your new child!

Here's the summary in plain English below, but it's important to note that this is a summary and each individual circumstance can be unique. We are here for you, so please get in touch so we can help!

MATERNITY LEAVE | “Disability” Leave

Usually you are deemed “disabled” under federal and state laws for about 8 weeks due to pregnancy – starting from about two weeks before your due date and ending about six weeks after the birth of your child. You can start your disability leave when your physician deems you “disabled.” You are free, of course to work as long as you'd like, and return to work as soon as you like. The following timeline assumes that you wish to take the maximum time off available.

We provide 6 weeks of pregnancy “disability” leave which you will be paid at your full salary through a combination of disability benefits (for which you must apply) and company wages. (“Disability” is in quotes because we philosophically disagree with the US legal system calling new mothers disabled.)

PAID FAMILY LEAVE (PFL) After you complete your “disability” leave, you are eligible to take additional time (up to six weeks) off to bond with your new child. For those first two weeks of time off, you will be paid at 100% of your regular salary through a combination of Paid Family Leave (PFL) benefits (for which you must apply) and/or company wages.

In California only, during the next four weeks of your paid family leave, you will receive approximately 55% of your regular salary.

All of the above “leave” time does not count towards your vacation time. At any point in time during pregnancy disability or new-child bonding leave where you are making less than 100% of your regular salary, you may choose to take that time as vacation and receive 100% of your salary during that time.

You must complete your new-child bonding leave within the first year of the birth or placement of your new child.

PATERNITY AND DOMESTIC PARTNER PFL

Parents of a newborn child or a child newly adopted or placed for foster care are allowed time off to bond with their new child; the length of such leave depends upon state law. We provide 3 weeks of time off which you will be paid at 100% of your regular salary (that does not count towards vacation), again either through a combination of PFL and/or company wages.

In California only, the following four weeks of your non-vacation time off, you will receive approximately 55% of your regular salary.

You are also free to take vacation time off during which you will be paid 100% of your regular salary. So, for example, if you wanted to take 4 weeks off at 100% of your regular salary, you could do so by taking the first 3 weeks as paternity leave, and the next week as vacation.