



Child Care Leave Examples

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THE UNIVERSITY OF TEXAS
MD Anderson
Cancer Center

Making Cancer History[®]

Normal Delivery – Disability Period 6 Weeks

Example A: Jane contacted the Leave Center and experienced a normal delivery. She has the following leave balances and will be out for 12 weeks :

- Extended Illness Bank: 80 hours
- Holiday Bank: 40 hours
- Paid Time Off: 160 hours

- How is Jane paid while on leave for childbirth?

		Disability Period						Bonding Period					
Leave Type	Percent of Pay	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Week 8	Week 9	Week 10	Week 11	Week 12
Child Care Leave	100%												
Extended Illness Bank	100%												
Holiday Bank	100%												
Paid Time Off	100%												
Leave Without Pay	0%												

If Jane elected to utilize the RPL benefit instead of Child Care Leave:

		Disability Period						Bonding Period					
Leave Type	Percent of Pay	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Week 8	Week 9	Week 10	Week 11	Week 12
Extended Illness Bank	100%												
Reduced Paid Leave	50%												
Holiday Bank	100%												
Paid Time Off	100%												
Leave Without Pay	0%												

Normal Delivery – Disability Period 6 Weeks

Example B: Sarah contacted the Leave Center and experienced a normal delivery. She has the following leave balances and will be out for 12 weeks:

- Extended Illness Bank: 0 hours
- Holiday Bank: 40 hours
- Paid Time Off: 120 hours

- How is Sarah paid while on leave for childbirth?

		Disability Period						Bonding Period					
Leave Type	Percent of Pay	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Week 8	Week 9	Week 10	Week 11	Week 12
Child Care Leave	100%												
Holiday Bank	100%												
Paid Time Off	100%												
Leave Without Pay	0%												

If Sarah elected to utilize the RPL benefit instead of Child Care Leave:

		Disability Period						Bonding Period					
Leave Type	Percent of Pay	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Week 8	Week 9	Week 10	Week 11	Week 12
Holiday Bank	100%												
Reduced Paid Leave	50%												
Paid Time Off	100%												
Leave Without Pay	0%												

Normal Delivery – Disability Period 8 Weeks

Example A: Mary contacted the Leave Center and experienced a C-section delivery. She has the following leave balances and will be out for 12 weeks :

- Extended Illness Bank: 40 hours
- Paid Time Off: 40 hours
- How is Mary paid while on leave for childbirth?

		Disability Period								Bonding Period			
Leave Type	Percent of Pay	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Week 8	Week 9	Week 10	Week 11	Week 12
Child Care Leave	100%												
Extended Illness Bank	100%												
Paid Time Off	100%												
Leave Without Pay	0%												

If Mary elected to utilize the RPL benefit instead of Child Care Leave:

		Disability Period								Bonding Period			
Leave Type	Percent of Pay	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Week 8	Week 9	Week 10	Week 11	Week 12
Extended Illness Bank	100%												
Reduced Paid Leave	50%												
Paid Time Off	100%												
Leave Without Pay	0%												

C-Section Delivery – Disability Period 8 Weeks

Example C: Lisa contacted the Leave Center and experienced a C-Section delivery. She has the following leave balances and will be out for 12 weeks:

- Extended Illness Bank: 320 hours
- Holiday Bank: 40 hours
- Paid Time Off: 250 hours

- How is Lisa paid while on leave for childbirth?

		Disability Period								Bonding Period			
Leave Type	Percent of Pay	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Week 8	Week 9	Week 10	Week 11	Week 12
Child Care Leave	100%												
Extended Illness Bank	100%												
Holiday Time	100%												
Paid Time Off	100%												

If Lisa elected to utilize the RPL benefit instead of Child Care Leave: *Not Eligible for RPL hours since all EIB hours have to be exhausted before RPL could begin during the disability period.*

		Disability Period								Bonding Period			
Leave Type	Percent of Pay	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Week 8	Week 9	Week 10	Week 11	Week 12
Extended Illness Bank	100%												
Holiday Time	100%												
Paid Time Off	100%												

C-Section Delivery – Disability Period 8 Weeks

Example D: Sally contacted the Leave Center and experienced a C-Section delivery. She has the following leave balances and will be out for 12 weeks:

- Extended Illness Bank: 0 hours
- Holiday Bank: 40 hours
- Paid Time Off: 80 hours
- How is Sally paid while on leave for childbirth?

		Disability Period								Bonding Period			
Leave Type	Percent of Pay	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Week 8	Week 9	Week 10	Week 11	Week 12
Child Care Leave	100%												
Holiday Bank	100%												
Paid Time Off	100%												
Leave Without Pay	0%												

If Sally elected to utilize the RPL benefit instead of Child Care Leave:

		Disability Period								Bonding Period			
Leave Type	Percent of Pay	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Week 8	Week 9	Week 10	Week 11	Week 12
Holiday Bank	100%												
Reduced Paid Leave	100%												
Paid Time Off	100%												
Leave Without Pay	0%												

Normal Delivery – Non-Birth Parent

Example E: James, non-birth parent, contacted the Leave Center for the birth of a child. The child arrived via normal delivery. He has the following leave balances and will be out for 12 weeks :

- Extended Illness Bank: 40 hours
- Holiday Bank: 40
- Paid Time Off: 375 hours
- How is James paid while on leave for childbirth as the non-birth parent?

		Disability Period						Bonding Period					
Leave Type	Percent of Pay	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Week 8	Week 9	Week 10	Week 11	Week 12
Child Care Leave	100%												
Extended Illness Bank	100%												
Holiday Time	100%												
Paid Time Off	100%												

James may **not** elect to utilize RPL instead of Child Care Leave: *The non-birth parent is not eligible to receive RPL.*

C-Section Delivery – Non-Birth Parent

Example F: Margaret, non-birth parent, contacted the Leave Center for the birth of a child. The child was delivered via C-Section. She has the following leave balances and will be out for 12 weeks:

- Extended Illness Bank: 320 hours
- Holiday Bank: 40 hours
- Paid Time Off: 250 hours
- How is Margaret paid while on leave for childbirth as the non-birth parent?

Leave Type	Percent of Pay	Disability Period								Bonding Period			
		Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Week 8	Week 9	Week 10	Week 11	Week 12
Child Care Leave	100%												
Extended Illness Bank	100%												
Holiday Time	100%												
Paid Time Off	100%												

Margaret may **not** elect to utilize RPL instead of Child Care Leave: *The non-birth parent is not eligible to receive RPL.*

Normal Delivery – Bonding Period

Example G: John took 4 weeks of leave when his baby was born, and then contacted the Leave Center 5 months after his baby’s birth to take 8 weeks off for baby bonding. He wants to use his CCL and EIB time for the bonding period. He has the following leave balances and will be out for 8 weeks:

- Extended Illness Bank: 80 hours
- Paid Time Off: 300 hours
- How is John paid while on leave for the bonding period?

John is not eligible to use EIB outside of the 6-week recovery period, but can apply for CCL leave.

		Bonding							
Leave Type	Percent of Pay	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Week 8
Child Care Leave	100%								
Paid Time Off	100%								

Applying for CCL for bonding

Example H: Deena took for leave for a normal delivery. She was approved for RPL to cover her during the recovery period and returned to work after 6 weeks. She decided to go back out again 3 months later for 4 additional weeks for bonding and wanted to apply for CCL leave.

- How is Deena paid while on leave for the bonding period?
Deena is allowed to apply for Leave for bonding as long she is requesting FMLA within 12 months of the date of delivery, however, she will not be eligible to apply for CCL since she applied for RPL for the initial birth.
- She has the following leave balances:
- Paid Time Off: 40

		Bonding			
Leave Type	Percent of Pay	Week 1	Week 2	Week 3	Week 4
Paid Time Off	100%				
Leave Without Pay	0%				

Applying for CCL for bonding after taking 8 weeks of FML

Example I: Tina took for leave for a c-section delivery. She was approved for EIB to cover her during the recovery period and returned to work after 8 weeks. She decided to go back out again 3 months later for 4 additional weeks for bonding and wanted to apply for CCL leave.

- How is Tina paid while on leave for the bonding period?
 - Tina is allowed to apply for Leave for bonding as long she is requesting FMLA within 12 months of the date of delivery, however, she will need to apply for FMLA and CCL for the bonding period 3 months later. *** She must get approval from her manager as well.**
- She has the following leave balances:
- Extended Illness Bank: 320 (used during first 8 weeks of recovery)
- Paid Time Off: 80

		RECOVERY PERIOD							
Leave Type	Percent of pay	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Week 8
EIB	100%								

		BONDING			
Leave Type	Percent of pay	Week 1	Week 2	Week 3	Week 4
CCL	100%				