

Child Care Leave (CCL)

Frequently Asked Questions

1. I am a student. Would I qualify for this leave program?

If in the United States on a student VISA, students must have written approval from the MD Anderson VISA department to ensure compliance with United States Immigration requirements before being eligible for Child Care Leave.

2. Does Child Care Leave provide an additional to the 12 weeks of unpaid FML or Parental Leave?

Child Care Leave runs concurrently with other unpaid leave requirements and must be used in conjunction with FML or Parental Leave. It does not provide an additional 4 weeks of leave, but rather provides pay while taking unpaid FML or Parental Leave.

3. Am I eligible for Child Care Leave if I had my baby, adopted a child or became a foster parent before Sept. 1, 2022?

No, in order to receive Child Care Leave, the birth, adoption or foster placement must occur on or after September 1, 2022, which is the program start date.

4. Do I have to use my accrued time before receiving Child Care Leave?

No, you may use Child Care Leave immediately following your birth, adoption or foster placement.

5. How long must I have been employed to be eligible for Child Care Leave?

You must have at least six months of service at MD Anderson (from any employment period) at the time of the birth, adoption, or foster placement to be eligible for Child Care Leave.

6. How long do I have to use my Child Care Leave?

Child Care Leave must be used within 12 months of the birth, adoption or foster placement.

7. Can I use RPL or STD after my childcare leave runs out to cover the remaining recovery period?

You may be eligible to apply for additional pay through STD, but you cannot apply for RPL for the same birth, adoption or foster placement.

8. Can I use Child Care Leave more than once in the same year?

Child Care Leave may only be used once in a rolling 12-month period.