



Division of Human Resources

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STEVENS PARENTAL LEAVE

All full-time employees who are the parents of a new child, including an adopted child, will receive paid leave at their full rate of pay for up to eight weeks, with such leave to be taken within one year of the birth or adoption and on timing to be determined through consultation between the employee and the employee's supervisor.

When the primary caregiver is the birth-mother, parental leave will run concurrently with temporary disability leave. In the event that the period of disability continues beyond the eight-week maternity leave period, the sick leave and temporary disability provisions as described elsewhere in this Manual will apply.

Leave under the FMLA and NJFLA runs concurrently with Stevens' Parental Leave, as well as any other paid leave taken in connection with the same event. New parents also have rights to family leave insurance benefits pursuant to the family leave provisions of the New Jersey Temporary Disability Benefits Law. Employees can obtain information regarding these benefits from the Division of Human Resources

Effective Date January 1, 2020