

Paid Parental Leave Policy FAQ ^[1]

When does this benefit start?

The university policy is effective for eligible employees of children born, adopted, placed in foster care or guardianship on or after July 1, 2018, unless a campus policy allows otherwise.

Who qualifies for this benefit?

University Staff, Classified Staff and 12-month Faculty who have worked for 12 consecutive months in a 50 percent or greater appointment prior to the child's arrival to qualify for paid leave.

Other parental leave policies apply to 9-month Faculty. [See the Parental Leave for Faculty and University Staff policy for full details](#) ^[2].

How much paid leave is provided?

The University of Colorado's Paid Parental Leave program grants 160 hours (4 weeks) paid parental leave, prorated for percent of time if appointment is less than 100%, to eligible employees. Specific campus policies may allow for additional leave; please consult your campus HR office for details.

Do I have to take all four weeks at once?

University paid parental leave is to be taken consecutively unless a campus policy allows otherwise.

How much time do I have to take paid parental leave?

Leave must be taken within one year after the birth, adoption, foster placement, or guardianship of a child.

Can I take paid parental leave and then take time off using Family Medical Leave separately?

All parental leave runs concurrently with the Family Medical Leave Act (FMLA). Thus, leave

taken under the Parental Leave Policy counts as part of, and is not in addition to, the 12 weeks of leave guaranteed by the FMLA.

Does the policy apply to foster children?

Yes, it does.

Can I take parental leave again for the birth or adoption of another child later?

Yes. Paid parental leave can be used following subsequent births or adoptions. However, this benefit can only be used once during a rolling 12-month period.

Do I still accrue vacation, sick leave or paid time off while I'm out on leave?

You will continue to accrue sick and vacation time while on paid parental leave.

Will paid leave be included in my regular paycheck or a separate check?

Paid parental leave will be included in your regular paycheck.

If I have short-term disability, will I still be eligible? If I am eligible, how do I use parental leave without short-term disability?

Yes, an employee is eligible for paid parental leave if they are enrolled in short-term disability. Employees enrolled in short-term disability must wait 29 days from the date of disability or exhaustion of sick leave (whichever is later) until they can file for the benefit. Paid parental leave may be utilized before or after short-term disability benefit usage, but not simultaneously.

How often will I be able to use this benefit?

This benefit can be used once in a rolling 12-month period.

How do I request this benefit?

Contact your campus Human Resources office to request this benefit.

- CU System: 303-860-4200, option 0 or email systemhr@cu.edu [3] - [CU System Paid Parental Leave Policy](#) [2]
- CU Boulder: 303-492-6475, option 0 - [CU Boulder Paid Parental Leave Policy](#) [4]
- UCCS: 719-255-3372 - [UCCS Paid Parental Leave Policy](#) [5]
- CU Denver & Anschutz Medical Campus: 303-315-2700, option 0 - [UCD/Anschutz Paid Parental Leave Policy](#) [6]

Groups audience:

Employee Services

Source URL: <https://www.cu.edu/employee-services/paid-parental-leave-policy-faq>

Links

[1] <https://www.cu.edu/employee-services/paid-parental-leave-policy-faq>

[2] <https://www.cu.edu/ope/aps/5019>

[3] <mailto:systemhr@cu.edu>

[4] <https://www.colorado.edu/policies/paid-parental-leave>

[5] <https://www.uccs.edu/hr/parental-leave>

[6]

http://www.ucdenver.edu/faculty_staff/employees/policies/Policies%20Library/4XXX%20Human%20Resources/4001%20Parental%20Leave%20for%20Twelve%20Month%20Faculty%20and%20University%20Staff%20Campus%20A27-18.pdf