

January 31, 2024

## Paid Parental Leave

- 1  
2  
3  
4  
5  
6  
7 X.1. **Eligibility.** Faculty Members are eligible for PPL upon (a) the birth of a Bargaining Unit  
8 Member's child, (b) the placement within a Bargaining Unit Member's home of a newly  
9 adopted or foster child of any age, or (c) the initiation of travel by a Bargaining Unit  
10 Member to take custody of an adopted child. In the event both parents are employed by  
11 Miami University, the parents may elect to take their Paid Parental Leaves concurrently  
12 or consecutively.  
13
- 14 X.2. **Procedure.** A Bargaining Unit Member intending to take PPL under this section will  
15 provide their Academic Unit Head with notification as soon as is practicable. Such notice  
16 shall include (a) the anticipated date of the birth or placement of the child, (b) the length  
17 of PPL desired (up to 12 continuous weeks), and (c) when teaching release will likely  
18 need to be granted.  
19
- 20 X.2.1. PPL will run concurrently with leave under the Family and Medical Leave Act  
21 (FMLA), in cases where the Faculty Member is eligible for leave under the  
22 FMLA. If the Bargaining Unit Member is eligible for leave under the FMLA, the  
23 medical certification requirements under the FMLA will govern.  
24
- 25 X.2.2. All medical information relating to PPLs, whether verbal or written, including  
26 FMLA documentation, shall be kept confidential. All medical documents  
27 including, but not limited to, medical statements and FMLA certifications must be  
28 maintained by the University in confidential, secure files separate from personnel  
29 files.  
30
- 31 X.3. **Benefit.** Bargaining Unit Members eligible to utilize PPL shall receive:  
32 X.3.1. Full release from all duties for up to 12 continuous weeks, with the duration and  
33 start date at the discretion of the bargaining unit member, which shall not be taken  
34 from sick leave or vacation leave, and which will run concurrently with FMLA  
35 leave as appropriate.

- 36 X.3.2. Release from specifically assigned course teaching duties for an academic  
 37 semester during or immediately following the period in which PPL is taken, at the  
 38 discretion of the bargaining unit member.
- 39 X.3.3. A Bargaining Unit Member receiving a leave under this Article shall not be  
 40 required to carry more than a normal course load before or after the leave.  
 41 Further, the duties performed while not on leave during the semester(s) where a  
 42 leave occurs shall not exceed the normal expected load during that portion of the  
 43 semester.
- 44 X.3.4. A Bargaining Unit Member who is taking PPL under this Article will be paid their  
 45 salary for the specified amount of time outlined in this policy. All benefits for  
 46 which the Bargaining Unit Member is normally entitled shall remain in force  
 47 during their PPL.  
 48
- 49 X.4. **Relation to Sick Leave.** In general, PPL is intended to be used in lieu of using sick leave  
 50 for the birth or adoption or fostering of a child. A Bargaining Unit Member may use  
 51 accrued sick leave before the birth of a child in accordance with [Article \_\_: Sick Leave].  
 52
- 53 X.5. **Relation to Reappointment, Promotion, and/or Tenure.** The Bargaining Unit  
 54 Member's use of a PPL shall not factor into the reviewers' deliberations and  
 55 recommendations in the Reappointment, Promotion, and/or Tenure process.