A person and person holding a baby

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**LLNS offers new Paid Parental Leave starting in 2022**

Effective January 1, 2022, LLNS is pleased to be introducing a new Paid Parental Leave (PPL) program! This program offers paid leave for up to eight weeks for Lab employees for child bonding time. In conjunction with the current California Paid Family Leave (PFL) benefit, employees can receive a total of up to 80 percent of their salary, which is comparable with benefits offered at other national labs as well as in the private sector.

**How It Works**

If you are eligible for California PFL benefits to bond with your new baby, adopted child, or foster child, California PFL pays either 60 percent or 70 percent of your salary, depending on your income, up to a weekly maximum of $1,357 for 2021.\* By using PPL benefits in conjunction with your California PFL benefits, you can receive up to 80 percent of your weekly earnings, with no benefit maximum for eligible employees. In addition to California PFL and PPL, you can choose to use your vacation accruals to receive up to 100 percent of your salary.

\**2022 California Paid Family Leave maximum weekly rate will be available mid-January*

**Eligibility**

To be eligible for this benefit, you must:

* Be a parent bonding with a child during the first 12 months following birth or adoption/foster start date
* Work a minimum average of 17.5 hours per week
* Be receiving California Paid Family Leave benefits

**More Information**For more information, please see the “Your Time Away from Work Guide for Maternity and Paid Parental Leave” document by visiting the Benefits webpage at <https://www.llnl.gov/join-our-team/benefits/leave-management>. You may also contact the Benefits Office at [loa@llnl.gov](mailto:loa@llnl.gov) or contact a Leave Management Specialist at 925-422-9955.

**FAQs**

1. **What is the purpose of a Paid Parental Leave (PPL) benefit**?
   1. To provide financial assistance to employees who want to take time off to bond with a newborn, newly adopted child, or new foster child.
2. **What is the PPL benefit**?
   1. Paid time off, up to 80 percent of weekly earnings in conjunction with California Paid Family Leave (PFL) benefits (*excludes overtime, shift differential, and commissions*).
3. **Who is eligible for PPL supplemental pay?**
   1. All full- and part-time employees working a minimum average of 17.5 hours per week and eligible for California PFL.
4. **How much PPL is available?**
   1. Up to eight weeks per calendar year.
5. **Is there a weekly maximum of PPL I will receive?** 
   1. No.
6. **Can I use PPL intermittently?** 
   1. Yes. However, PPL must be used in a minimum of one-week increments.
7. **How can I get my weekly earnings to 100 percent while I am bonding?**
   1. Employees may choose to supplement with their vacation accruals.
8. **As a new hire, am I eligible for PPL benefits?** 
   1. Yes, if you meet the eligibility requirements.
9. **Am I eligible for PPL benefits retroactively?** 
   1. If you are bonding and receiving PFL benefits on January 1, 2022, you can begin using PPL benefits to supplement the remainder of your PFL benefits.