



UW–Madison Paid Parental Leave

An Overview for Employees

The University of Wisconsin–Madison is implementing a new Paid Parental Leave policy effective July 1, 2024. This policy reflects our commitment to supporting the well-being of employees and their families at an important time in their lives.

Policy Overview

The Paid Parental Leave policy, [UW-5054](#), provides eligible employees with the following:

- A maximum of up to 6 (six) weeks of paid time off every 12 (twelve) months when they experience a qualifying birth or adoptive event covered by the policy. (The benefit is prorated based on Full Time Equivalent or FTE.)
- When an employee experiences multiple events that would qualify for Paid Parental Leave in the same 12-month period, the eligible employee will be entitled to a total of 6 (six) weeks of Paid Parental Leave.
- Qualifying events include a birth or adoptive event.

Employee Eligibility

Employee eligibility is not dependent upon gender or family relationships.

The following employees are eligible for Paid Parental Leave, assuming all other eligibility conditions are met.

- Faculty, Academic Staff, University Staff, and Limited appointees
- Graduate Assistants holding positions of Teaching Assistant, Research Assistant, Project Assistant (including reader/grader), and Lecturer
- Post Degree Training Research Interns

The [Postdoc Absence with Pay & Legal Holidays policy](#) (updated effective July 1, 2024) provides Absence with Pay (Parental) to eligible Employee-In-Training appointments (research associate, postdoctoral fellow, postdoctoral trainee).

How to Learn More

Detailed employee eligibility requirements, qualifying events, exclusions, and other important details are provided in [Policy UW-5054](#). The [Paid Parental Leave web page](#) contains helpful information, including frequently asked questions. Additional details, including a Parental Leave Request form, will be added to this web page in May. This timeline will allow ample time for questions from eligible employees before the policy's July 1, 2024, effective date.

Employees who plan to request Paid Parental Leave should review the policy carefully and seek assistance as needed from their [Divisional Disability Representative \(DDR\)](#).

This fact sheet is an overview. For additional details, please consult the policy.