



# 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

- Under the new policy, eligible employees can request a maximum of up to 6 (six) weeks of paid time off every 12 (twelve) months when they experience a qualifying birth or adoption covered by the policy. (The amount of paid leave is adjusted for those employees who do not work full-time.)
- When an employee experiences multiple qualifying events in the same 12-month period, they will only be entitled to a maximum of six weeks of Paid Parental Leave.
- Qualifying events include a birth or adoption.

### Employee Eligibility

- Eligible employee categories include University Staff, Academic Staff, Faculty, Limited appointees, and some graduate and post degree training titles. Additional eligibility requirements apply.
- Employee eligibility does not change based on gender or family relationships.

### How to Learn More

- Detailed employee eligibility requirements, qualifying events, exclusions, and other important details are provided in [Policy UW-5045](#). Information is also available on the [Paid Parental Leave web page](#).
- Employees who plan to request Paid Parental Leave should contact their [Divisional Disability Representative \(DDR\)](#).
- If you need language services, contact Cultural Linguistic Services ([cls.wisc.edu](https://cls.wisc.edu)).

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