

Bill & Melinda Gates Foundation Parental Leave

Plan Feature Coverage

Eligibility

Employees are eligible for Parental Leave from their date of hire. Employees are eligible for up to 52 weeks of paid time off in total in the event of the: * Birth of a child; or * Adoption of a child.

Parental leave will begin on the date it is initiated, whether because of childbirth, adoption date, or earlier because of a pregnancy-related medical condition or agreement between the employee and management. Parental leaves are to be completed within the first year of the child's birth or adoption.

Leave

Available Employees are eligible for up to fifty-two (52) weeks of base pay and full benefits while on leave. This leave includes any entitlement employees may have to maternity, paternity, pregnancy disability, child bonding leave, or the like, provided by applicable laws in any jurisdiction. This benefit is also inclusive of any pay that would otherwise be provided by law or any foundation insurance plan, such as short-term or long-term disability plans.

Your role

Notify your manager as soon as you become aware that you need to take leave, communicate periodically throughout the leave process and when you are able to return to work. Notify your manager with your anticipated return to work date.