

# Paternity Leave

FML runs concurrently with other paid leaves.

## Family Medical Leave (FML)

Federally mandated leave that **protects your job**. Must meet eligibility requirements

**UNPAID – 12 Weeks**

**Family Sick Leave (paid)**  
Up to 120 hours if available, and medically certified.

Use ETK code “FML”

**Parental Leave**  
Paid – 8 weeks

Use ETK code “PL”

**Vacation or LWOP**  
Paid or Unpaid

Employee must have FML designation (approved or not) and Parental Leave application on file before leave can be used in ETK.