



Interim Policy on Staff Parental Leave and Other Family Supports
(Senate Document #18-19-35)
Staff Affairs Committee | Chair: Jane Hirshberg

Senate Bill 859 - State Employees - Parental Leave provides up to 60 days of paid parental leave up to one year following the birth or adoption of a child. As a result of the new law, the University System of Maryland (USM) revised its Policy on Parental Leave and Other Family Supports for Staff (VII-7.49) and asked all USM institutions to align their policies accordingly. President Loh approved interim changes to the University of Maryland Policy on Staff Parental Leave and Other Family Supports (VII-7.49[A]) on September 19, 2019, pending University Senate review.

Senate Chair Lanford and the Senate Executive Committee request that the Staff Affairs Committee review the interim staff policy. Similarly, the Faculty Affairs Committee will be asked to review the interim faculty policy.

The Staff Affairs Committee should:

1. Review [Senate Bill 859](#) - State Employees - Parental Leave.
2. Review the USM Policy on Parental Leave and Other Family Supports for Staff ([VII-7.49](#)).
3. Review the interim University of Maryland Policy on Staff Parental Leave and Other Family Supports ([VII-7.49\[A\]](#)).
4. Consult with a representative of the Office of Staff Relations.
5. Consult with staff members who have recently utilized the Policy on Staff Parental Leave and Other Family Supports about their experiences with parental leave.
6. Coordinate the review of the staff policy with the Faculty Affairs Committee's review of the faculty policy in order to ensure consistency across both policies, where appropriate.
7. Consider whether there should be an age limit related to foster parenting or legal guardianship of a child, and if so, what that limit should be.
8. Consider whether staff should be allowed to use accrued sick leave as one of the forms of paid leave used towards their paid Parental Leave period, if they choose.
9. Consult with a representative of the Office of General Counsel on any proposed changes to the University's policy.
10. If appropriate, recommend whether the interim policy should be revised.

We ask that you submit a report to the Senate Office no later than **February 7, 2020**. If you have questions or need assistance, please contact Reka Montfort in the Senate Office, extension 5-5804.