

GENESECO

Paid Parental Leave (PPL)

PPL is paid time off to:

1. Bond with a newly born, adopted, or fostered child

The benefit is 12 weeks at 100% of your biweekly salary.

To be eligible you must work full time or be appointed part time at 50% or more.

PPL may begin on the date of birth, the day of adoption or foster care placement or anytime thereafter within seven (7) months.

An employee's ability to use Paid Parental Leave ends seven (7) months form the date of the qualifying event.

PPL and FMLA run concurrently.

Employees should provide at least 30 days advance notice if the reason is foreseeable.

PPL does not charge your accruals, nor do you earn them while on PPL you are considering on a Leave without pay.

PPL can only be taken in a continuous block of time. Employees do not have to take the full 12 weeks, but once they return from Paid Parental Leave, they can no longer use this leave.

You earn retirement credit while on PPL.

Health benefits and all deductions continue during PPL-covered absences.

Employees are not permitted use PPL benefits during any period they are on leave for any other reason. i.e Workers Compensation, leave without pay, sabbatical, etc.