Northwestern University
Birth/Adoption Parental Leave

Frequently Asked Questions

1. I am on a maternity leave on or around when BAPL becomes effective 1/1/2015. Do I qualify for this benefit?

If a mother is out on maternity leave prior to the effective date of BAPL, they may qualify for the benefit up to the amount of time remaining on their leave after the effective date on 1/1/2015, not to exceed 12 weeks following the birth/adoption of the child.

Example #1:
- Delivery: 10/15/2014
- Disabling Period: 10/15/2014 through 11/26/2014
- Scheduled Return from Leave: 01/15/2015
- BAPL Eligible: 01/1/2015 through 01/14/2015

Example #2:
- Delivery: 12/01/2014
- Disabling Period: 12/01/2014 through 1/09/2015
- Scheduled Return from Leave: 03/02/2015
- BAPL Eligible: Full four weeks paid

Example #3
- Delivery: 09/15/2014
- Disabling Period: 09/15/2014 through 11/08/2014
- Scheduled Return from Leave: 12/15/2014
- BAPL Eligible: None

2. If I am eligible for BAPL but not eligible for FMLA, am I still eligible for this benefit?

Eligibility for BAPL is not tied to eligibility for FMLA. Employees can qualify for BAPL if they meet the criteria listed in the policy.

3. I do not have three years of service at the onset of my leave. Will I be eligible for BAPL if I reach three years of service during my maternity leave?

The employee must meet the three years of benefits eligible service no later than the date that the benefit would normally commence.
4. My spouse just gave birth and I want to begin BAPL, but I am unable to take the full four weeks at one time due to work commitments. What are my options?

If you are unable to take the four weeks of BAPL consecutively, you may split your time in two week increments as long as you exhaust BAPL within the 12 weeks following the birth of the child. Any unused BAPL will be forfeited.

Example:
Delivery: 2/16/2015
FMLA 12 weeks: 2/16/2015 through 05/08/2015
BAPL: 2/16/2015 through 2/27/2015
BAPL: 04/20/2015 through 05/01/2015
Forfeit: None

Example:
Delivery: 2/16/2015
FMLA 12 weeks: 2/16/2015 through 5/08/2015
BAPL: 2/16/2015 through 2/27/2015 (2 weeks)
BAPL: 5/04/2015 through 5/08/2015 (1 week)
Forfeit: 1 week

5. How will I know I am eligible for Parental Leave?

When contacting the Hartford to set up your FMLA claim, they will have your date of hire to determine if you are eligible for BAPL. This information will be included on the eligibility letter they will send you.