PAID PARENTAL LEAVE DETAILS

Summary
Boeing’s Best and Final Offer to IAM 2766 includes the adoption of enterprise Leave of Absence Policy. This includes paid parental leave - up to three weeks paid time off for bonding for the birth or adoption of a child, or placement of a foster child. If the contract is ratified, this will be available by mid year.

Paid Parental Leave details
If the contract is ratified, employees represented by IAM 2766 will have access to Paid Parental leave. Eligible employees can take three weeks of paid parental leave for the birth or adoption of a child and for placement of a foster child.

To be eligible for Boeing’s Paid Parental Leave, the employee must first meet Family Medical Leave Act (FMLA) requirements. That means they must have been employed at Boeing for at least one year and worked 1,250 hours in the last 12 months. According to company officials, Boeing’s Paid Parental Leave:

• Must be taken in full week increments of one, two or three weeks, based upon the employee’s schedule, found on the “Update Temporary Schedule screen” in the Employee Timekeeping System (ETS).
• Is expected to become available by mid-year, if the company’s Best and Final Offer is ratified
• May be taken only one time per event and must be completed within one year of the birth, adoption or placement of the child.

Boeing’s Paid Parental Leave, as offered to IAM 2766 members and also available to Boeing non-union employees, is in addition to the company’s existing Pregnancy Leave for mothers. Pregnancy Leave provides mothers with continuous unpaid leave for pregnancy-related conditions and post-delivery recovery — generally six weeks following a normal delivery or eight weeks following a cesarean section.

Boeing’s Paid Parental Leave must be taken concurrently with FMLA leave for bonding with the child, but only the three-week Paid Parental Leave portion is paid by the company. Pregnancy leave and FMLA are unpaid time off unless an employee uses vacation time or sick leave, or receives short-term disability.

Q: Does this also include the new paid bereavement leave recently announced for non-union employees?
A: IAM 2766 members do already have a bereavement leave policy, so the recent addition of bereavement leave for non-union employees does not apply in this case.