Parental Leave

The College recognizes the need for parents to have time away from work following the arrival of a newborn, adopted, or surrogate child. Accordingly, the following benefits are available upon hiring to all employees with a .75 or more FTE.

An employee who is the parent of a newly born, adopted, or surrogate child may request a leave of six weeks continuous leave to be taken immediately following the birth or arrival of the child. If both parents are employees of Luther College, only one extended paid parental leave is permitted per family. Instead, the parent not eligible for paid parental leave may take one week of paid leave and up to 11 weeks of unpaid leave under our Family Medical Leave Policy below.

Parents do not receive additional leave for multiple births or adoptions.

If a female employee needs a leave longer than six weeks due to medical complications of pregnancy, childbirth, or related conditions, she has the right to additional leave under our medical leave policies.

If, because of the employee's normal work schedule, the employee would not be working and unpaid during some or all of the period of the parental leave, the leave period will also be unpaid. For example, if the employee typically works from August through May of the academic year and the baby is born or adopted during June, the employee would not be eligible for paid leave because the time missed is not part of the employee's regular paid work schedule.

Paid parental leave will count as time in service for salary increases. During all paid parental leaves, the College's contribution to benefits will continue. Retirement benefits will be proportionate to salary earned.

Employees who become foster parents are not eligible for paid parental leave. However, they are entitled to up to twelve weeks of unpaid leave under our Family Medical Leave policy below.

All paid leave taken for childbirth or parenting under will count toward the twelve weeks of leave that may be taken under the Family and Medical Leave Act.

Forms for requesting Parental Leave are available from the Human Resources office.