

MFY's Current Parenting Leave Benefit

MFY currently provides 28 days of annual leave for employees with one year of service (23 before one year), and 18 sick days. Sick days accrue without limit, and annual leave accrual is capped at 60 days. Employees rarely use all of their sick and annual leave time in the course of a year and therefore have many accrued days that can be used for parenting leave or in an emergency. Allowing accrued sick and annual leave days to be applied to parenting leave was bargained for by the Union in earlier collective bargaining negotiations and is a form of paid parenting leave.