

03/13/11 DRAFT CHANGES IN SICK LEAVE & MATERNITY LEAVE

Full-time employees with min. of 6 months service and ordained staff upon hiring:

Maternity Leave: Paid leave of 8 weeks, including pre-natal and post-natal disability periods. Up to additional 4 weeks unpaid leave, subject to circumstances.

Adoption Leave: Paid leave of 8 weeks for mother to accommodate an adjustment period.

Paternity leave: In both the cases of post-delivery maternity and adoption, a paid leave of one week shall be granted.

Week is defined as a normal work week for the employee