

**UF**  
**Baby Bonding (FMLA/CFRA) and Paternity Leave**  
**(12.10.2)**

**Baby Bonding (FMLA/CFRA)**  
**If eligible**

Eligibility:

- Worked 12 months and 1250 hours in the year preceding leave

Length

- 12 work weeks of unpaid leave (within first year of birth/adoption/foster placement)

Pay while on CFRA Baby Bonding:

- 7 days of personal necessity
- Otherwise unpaid

**Paternity Leave (12.10.2)**

Eligibility:

- Medical disability caused or contributed to by pregnancy, miscarriage, childbirth, and recovery therefrom (to the mother of the employee's child)

Length:

- Up to 18 days

Pay while on Paternity Leave:

- Up to six (6) sick leave days under Family Leave (12.11.1); then
- 12 days of differential pay