



Parental Leave Policy

The Mississippi Center for Advanced Medicine (MCAM) supports our employees and their decision to pursue the growth of their families.

Employees must notify MCAM leadership as soon as possible to allow MCAM adequate time to plan for parental leave. The Mississippi Center for Advanced Medicine will follow all applicable state and federal laws with regard to parental leave. Great care will be made to keep medical issues confidential between MCAM leadership and the MCAM employee.

Maternity Leave

An eligible employee may take up to 12 weeks of maternity leave, which includes:

1. Two weeks of mandatory PTO. If two weeks are unavailable, then unpaid leave will be taken
2. Four weeks of paid leave
3. Additional PTO may be taken
4. Remainder of 12 weeks total time in unpaid leave

Twelve weeks of job protection and maintenance of employer-paid benefits will be provided under maternity leave.

Paternity Leave

An eligible employee may take up to 4 weeks of paternity leave, which includes:

1. One week of mandatory of PTO. If one week is unavailable, then unpaid leave will be taken for the first week
2. One week of paid leave
3. Additional PTO may be taken
4. Unpaid leave up to a total of 4 weeks of paternity leave may be taken

***Eligible Employee shall mean any full-time employee, male or female, without regard to marital status or sexual orientation, who is, in any capacity welcoming a new child (newborn, adopted, foster) into the family.