The "primary caregiver" is the primary person responsible for the care of the child. A "primary caregiver" will have primary responsibility for the care of the child immediately following the birth, adoption or placement of the child into the custody, care and control of the parent for the first time. This definition applies to birth, adoption and other legal placements, such as surrogacy and foster care arrangements. BUMG Personnel Policies, # 22_07_010, depends on, and assumes, the good faith of its participants. Any falsification of information related to the status of primary caregiver may lead to disciplinary action up to and including termination.

2 If a parent gives birth to, adopts or is placed with twins (triplets or other multiples) only an 8-week period of parental leave is eligible for paid parental leave.

3 If both partners work for the University, they are only eligible for a combined amount of the leave entitlement (i.e. 12 weeks total under FMLA).

4 Only one paid parental leave per birth/adoption per household within a 12 month period.