

Chapter 8 Exercises

1. What Was Your Paternity Leave Experience?

Much like the dads whose quotes opened the chapter, every dad has some sort of experience related to paternity leave and his transition to fatherhood. What's yours?

These following questions will help you write your own narrative:

- Were you able to take paid time off? Unpaid time? Accumulated vacation days?
- How could your employer have made it easier on you?
- What was especially hard about this experience?
- What was especially awesome about this experience?
- How involved were you able to be from the beginning?
- What did you learn about yourself and about parenting during those first few weeks?
- What would you do differently if you were to have another child? What would you be sure to do again?

Here's some space for your story:

2. What Are Your Options?

1. Are you eligible to make use of the Family and Medical Leave Act's provision of up to 12 weeks of unpaid leave? Generally, one must be a full-time employee with 12 months with your employer (which must have 50 or more employees). See <http://www.dol.gov/whd/fmla/employeeeguide.pdf> for more.
2. Do you live in California, New Jersey or Rhode Island?
3. Does your employer offer paternity leave? If so, copy down the policy here:

Does your employer offer maternity leave beyond physical recovery? If so, you are entitled to this as well. Copy down your policy here:

Would there be adverse career consequences for you if you took paternity leave? Describe:

