

## Paid Parental Leave Usage Summary

The data includes October 1, 2020, through March 18, 2023.

Paid Parental Leave begins on the date of birth or date of adoption and lasts up to 12 work weeks (84 calendar days).

The best estimate based on the data available is in the table below:

Description	F	M	Total
Full Leave	1,379	1,505	2,884
Still on Leave	100	108	208
Less than Full Leave	26	159	185
<b>TOTAL</b>	<b>1,505</b>	<b>1,772</b>	<b>3,277</b>

98%      91%

Of the 1,405 female employees not currently on PPL, only 26 or 2% did not take the full entitlement.

Of the 1,664 male employees not currently on PPL, 159 or 9% did not take the full entitlement.

Due to variations in time entry, employees regular work schedules and the number of holidays that occurred during the employee's PPL, there is not a definitive way to determine whether an employee has taken the full PPL available without reviewing each usage.

Examples of why an employee may not take a full leave are listed below:

- Adoption - employees take 5-10 days less.
- Baby passed away.
- Employee wanted to work overtime that is not available when on PPL.
- Seasonal worker whose contract expired.
- Limited-term employment ended.
- Other.