

DISQUS

PARENTAL LEAVE POLICY

IN PLAIN ENGLISH

Why parental leave?

In order to support employees who become new parents, Disqus provides paid parental leave. We believe that it is healthy and important to take time off surrounding the birth or adoption of a new family member, and encourage employees to take advantage of the benefits we offer.

Who is eligible?

We know that families happen in lots of different ways, and our parental leave policy applies to all employees, whether you are the person giving birth, the partner to a person giving birth, or an adoptive parent. There is no minimum employment time requirement to take advantage of this benefit.

How much time can I take off?

All employees participating in Disqus Parental Leave may take 12 weeks of paid time off surrounding the birth or adoption of their child. You may take your 12 weeks of parental leave in one-week increments at any point within the first 12 months of your child's birth or adoption.

In addition, eligible employees may take up to 16 weeks of Pregnancy Disability Leave as recommended by their doctor. Typically, this leave begins shortly before the mother's due date, and ends 6-8 weeks afterwards, though this may vary. You may be required to provide confirmation from your doctor about your need to begin and end your disability leave.

How & what do I get paid while I'm on leave?

Eligible employees must take 6 weeks of their parental leave in conjunction with California's Paid Family Leave program. During those 6 weeks, you will receive partial wage replacement from California, while receiving the remainder of your wages, up to 100% of your regular salary, through regular Disqus payroll. After you've exhausted the 6 weeks of CA-PFL, Disqus will cover your full wages at 100% while you take the remaining 6 weeks.

If you are also taking Pregnancy Disability Leave, you will receive partial wage replacement through CA-PDL and our independent insurance provider while on disability leave. You will receive the remainder of your wages, up to 100% of your regular salary, through regular Disqus payroll. Once your disability leave ends, you are eligible for Parental Leave as outlined above.

What about my return to work?

We offer a flexible return-to-work program, where you can work with your manager and HR on an appropriate plan for your return to full-time work. This can include temporary part-time hours, an adjusted work from home schedule, or alternate working hours. The important thing is to ease you back into work with a plan that works for both Disqus and your family.

More information and our full policy detail is available to employees at ooo.disqus.net. Please contact hr@disqus.com with any questions.

