



## PAID PARENTAL LEAVE POLICY

**Owner:** Senior Vice President, Human Resources

### POLICY

Hubbell is committed to offering a supportive work environment and paid time off for employees to enable new parents to have a period of paid time off with newborn children and newly adopted or foster children.

### SCOPE

All benefits-eligible employees in the United States become eligible on the first day of the month following an employee's date of hire. However, employees whose benefits are subject to a collective bargaining agreement, interns, co-ops, seasonal temporary, contract workers and part time employees working under 20 hours per week are not eligible for paid leave under this Policy.

### PURPOSE

The purpose of this Policy is to provide paid time off to employees with newborn children, or newly adopted or foster children.

### DEFINITIONS

**Paid Parental Leave** – Leave available to new parents consisting of Paid Pregnancy Leave for birth mothers and Paid Parental Bonding Leave for all new parents. The birth parent shall be considered eligible for both types of leave cumulatively.

**Paid Pregnancy Leave** – Medical leave related to pregnancy, childbirth, or related medical conditions available to the parent giving birth.

**Paid Parental Bonding Leave** – Leave available to new parents including biological, adoptive, and foster parents, for purposes of bonding with or providing care to a new child.