

# Negotiating for Maternity, Paternity, or Other Leave

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## 1 Main Considerations

- FMLA provides Limited time off
- Doesn't Address Productivity-based compensation
- Short-Term Disability forms required
- Can Lead to Reduced Earnings / Bonus

## 2 What to Offer

- Volunteer Flexible Arrangements (phased return, part-time)
- Focus on long-term commitment
- Volunteer to use vacation and/or CME days (opt for weekend courses)
- Offer to make up missed calls during rest of year

## 3 What to Request

- Longer Time Off
- Adjust thresholds for salary, bonus, partnership (collections or wRVUs), either by:
  - Pro-rating thresholds by time off,
  - Using average from the other months for the time off
  - Extending the contract term by time off
- Any overhead charges to be suspended

## 4 When and How to Discuss

- Timing: Once formal contract is offered
- Framing: Broad discussion on time off policy



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