

Side by Side: Compare Work Life Policies in Jewish Organizations

American Jewish World Service

Employees may take up to 12 weeks of parental leave after completing one year of full or regular part time employment. Those who have worked less than 3 years are eligible for 6 weeks of paid and up to 6 weeks of unpaid leave. Employees with three years of service or more are eligible for 8 weeks of paid leave and up to 4 weeks of unpaid leave. Employees are required to use all but five days of accrued vacation and all but five days of accrued sick leave to add paid time to the unpaid portion of their leave.

Avoda Arts

Employees may take up to 12 weeks of parental leave, with 8 weeks at full pay. Employees can use accumulated vacation and banked sick days to add paid time to the 8 weeks of paid leave. This benefit is available to those who have worked at Avoda Arts for at least two years.

Avodah: The Jewish Service Corps

Employees make take up to 12 weeks of parental leave. Those who have worked 2 years or less are eligible for 2 paid weeks within this period; those who have worked more than two years are eligible for 5 paid weeks. Employees can use accumulated vacation and banked sick days to add paid time to the unpaid portion of their leave.

Bikkurim

Employees may take up 6 months of parental leave, with 3 months at full pay. Employees can use accumulated vacation days and banked sick days and to add paid time to the three months of paid leave. There is no minimum employment requirement for this benefit.

Combined Jewish Philanthropies

Employees may take up to 12 weeks of parental leave, with one week paid for each year of tenure at CJP, for a maximum of 4 paid weeks. Employees can use all accrued vacation time and banked sick days (up to 60) to add paid time to the weeks of paid leave. This benefit is available to those who have worked at CJP for at 1250 hours of the prior 12 months.

1114 Avenue of the Americas, Ste 3400, New York, NY 10036

Tel.: 212-869-9700 x217

Email: info@advancingwomen.org

Website: www.advancingwomen.org

Educational Alliance

Employees may take up to 12 months of unpaid parental leave, using accumulated vacation and banked sick leave to provide some portion of paid leave. This benefit is available to those who have worked at the Educational Alliance for at least one year.

Jewish Communal Fund

Employees may take up to 12 weeks of parental leave, with 6 weeks at full pay. Employees can use accumulated vacation and banked sick leave to add additional paid time to the six weeks. This benefit is available to those who have worked at the Jewish Communal Fund for at least 1250 hours of the prior twelve months.

JDub Records

Employees may take up to 12 weeks of parental leave, with 5 weeks at full pay. Employees can use accumulated vacation and banked sick leave to add paid time to the 5 weeks. This benefit is available to those who have worked at JDub records for at least one year.

Jewish United Fund/Jewish Federation of Chicago

Female employees may take up to 12 weeks of unpaid parental leave. Employees can use accrued vacation days, unused earned comp time, and banked sick days to be paid for some portion of the 12 weeks. This benefit is available to those who have worked at JUF for at least 1250 hours of the prior twelve months.

My Jewish Learning

Female employees may take up to 12 weeks of maternity leave, with 3 weeks at full pay. Male employees may take up to 3 weeks of paternity leave, with one week at full pay. Employees are also eligible for 4 weeks of leave following the adoption of a child, with 2 of these weeks at full pay. This benefit is available to those who have worked at MJL for at least 1250 hours of the prior 12 months.

Nextbook

Employees may take up to 12 weeks of paid parental leave. This benefit is available to those who have worked at Nextbook for at least one year and those who are single parents or whose spouses or domestic partners are working or studying full-time during the period of leave. An employee who does not qualify for twelve weeks paid leave is eligible to ten days paid parental leave.

Rabbinical Assembly/United Synagogue of Conservative Judaism

The model contract of the Rabbinical Assembly and the United Synagogue of Conservative Judaism stipulates that congregations provide 3 months of paid maternity leave to female rabbis.

Reconstructionist Rabbinical Association

The Reconstructionist Rabbinical Association recommends that congregations provide 8 weeks paid parenting leave for rabbis who are the primary care-giver, and up to 8 weeks paid parental leave for rabbis who are not the primary care-giver, as well as additional leave, paid or unpaid as negotiated in good faith between the congregation and the rabbi.

UJA-FedNY

Employees may take up to 12 weeks of parental leave. If a female employee has worked at UJA FedNY for 1 year, she is entitled to 4 weeks of paid leave; if she has worked for 2 years, she is entitled to 8 weeks of paid leave; if she has worked for 3 or more years, she is entitled to a full 12 weeks of paid leave. UJA-FedNY offers a "gradual return to work" from maternity leave.

UJC

Female employees may take maternity leave of up to 10 weeks following a normal delivery and 12 weeks following a Cesarean delivery. Employees may request additional time, for a maximum of 6 months, either paid for with unused vacation time or unpaid. This benefit is available to those who have worked at UJC for 3 years

Policies as of August 2009