

Frequently Asked Questions

Orange Baby Bonding (Paid Parental Leave)



Who is eligible to participate in Baby Bonding?

Full-time, regular employees (30+ hours per week), who are the birth, adoptive or foster parent, with at least 12 months of continuous service at the time of the qualifying event, will be eligible for Baby Bonding.

What is the effective date of this policy?

This policy is effective May 1, 2021, which means any parent who gives birth to, is the biological parent of, becomes a legal guardian of, adopts or fosters a child on May 1, 2021, or after and meets the eligibility requirements outlined above will qualify for this benefit.

Who will administer the Baby Bonding?

Voya will administer the Baby Bonding program, but the pay will come from Sunrun. Voya will also be administering any short-term disability (STD) and/or FMLA/leave. You can contact Voya at 888-464-3652.

How much Baby Bonding time do I get?

Employees are provided 120 hours/3 weeks of Baby Bonding leave per qualifying event. For example, if you become a parent to twins, you do not get 120 hours/3 weeks of Baby Bonding per child—you get a total of 120 hours/3 weeks.

How quickly do I have to use my Baby Bonding benefit after the birth, adoption or foster care placement of a child? Do I have to use it right away?

You must use Baby Bonding within 12 months of the birth, adoption or foster care placement of the child.

I went on leave before May 1, 2021. How will this policy impact me? What if my child was born, adopted or placed in foster care with me before May 1, 2021? How will this program apply to me?

Employees who experienced a qualifying event on/after January 1, 2021, up to the effective date of this policy will be eligible to take Baby Bonding leave after May 1, 2021. You must use Baby Bonding within 12 months of the qualifying event.

Do you have to be an active employee on the day of the child's birth, adoption or foster placement to be eligible for Baby Bonding?

Yes, employees must be in either active status, or on an approved Leave of Absence the day the child is born, adopted or placed in foster care with the employee.

What if both parents work for Sunrun?

Each eligible parent will have up to 120 hours/3 weeks of Baby Bonding to use.

Are Baby Bonding benefits available before the baby is born, adopted or placed in foster care with the employee?

No, Baby Bonding benefits are available on/after the baby is born, adopted or placed in foster care with the employee. If a birth mother requires leave for complications related to the pregnancy before the baby is born, she may be entitled to short-term disability benefits.

I have PTO time. Can I use both my PTO and Baby Bonding?

Yes. It is up to you to decide how/when you use your PTO and Baby Bonding.

I work in a state that already provides statutorily required Paid Family/Medical Leave (PFML). How does PFML impact my Baby Bonding benefit?

Baby Bonding will coordinate and run concurrently with any state requirements, not to exceed 100% of regular rate of pay.

What if a holiday falls during my Baby Bonding?

If a holiday falls during your Baby Bonding leave, the holiday is part of your leave. The holiday will not extend your leave and you will not be paid holiday pay for the holiday observed during your leave.

How will my Baby Bonding leave be calculated?

Your Baby Bonding will be calculated using your regular rate of pay.

How does this policy work for someone who is fostering to adopt a child?

An employee who fosters to adopt will receive a total of 120 hours/3 weeks because fostering to adopt will be considered one event.

**Questions?
Please contact Voya
at (888) 464-3652.**

**For additional
information, email
benefits@sunrun.com.**