

Leave for Special Circumstances

Family Leave Policy

Saam Architecture supports employees' family lives. Under the Family Medical Leave Act, all employees have job protection for 12 weeks for events like the birth or adoption of a child or to take care of a sick family member. (For more information, see: <https://www.dol.gov/whd/fmla/>)

Women who give birth are eligible for Short Term Disability payments of 60% of their salary for 6 weeks, provided that they have previously been working at least 30 hours a week. Saam Architecture will pay the employee the remaining 40% of their salary for the 6 weeks. Once the short term disability period is over, Saam will pay an additional two weeks' vacation. The total benefit to employees, when short term disability and Saam benefit are combined, is eight weeks' paid leave.

New fathers are eligible for two weeks' paid leave.

The choice of when to come back to work and how much to work is a very personal one. Saam Architecture believes in helping employees re-enter the work world at the time and pace that works for them. Some employees may be ready to return full-time after a short leave and others may want to return to work part-time and build back up to full-time. Still others may find it easier to work from home more often when they first return. Saam Architecture is amenable to many different arrangements and encourages employees to discuss their plans with the leadership team, understanding that plans may evolve and change as the leave time progresses.