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**INJURY LAW**

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Summer 2021



## **Working Dads Paternity Rights Compensation**

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**What options do working dads have in Pennsylvania? Is paternity leave required?**

At Marzzacco Niven & Associates, we understand the only protections currently in place for dads in the United States come from the Family and Medical Leave Act (FMLA), which only provides for unpaid leave.

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There are a handful of states that have paternity leave requirements, but Pennsylvania is not one of them. In Pennsylvania, paternity leave is not required to be offered to new fathers. Unless paternity leave is offered by their Employer, the only option for paternity leave is taking unpaid leave under the FMLA. Even though new fathers are legally entitled to take FMLA leave, many of them cannot afford to stay at home with their children. While companies are increasingly offering paid parental leave, these employers are still very much in the minority.

**To learn more about how paternity leave works under the FMLA, visit:**  
<https://www.dol.gov/general/topic/benefits-leave/fmla>