

Enhanced Family Leave — Spain

Adobe Spain is providing employees with greater time off benefits during significant life events of having a baby or adopting a child.

Effective 1 April, 2019 Adobe will offer additional company-paid time for family leave.

At-a-glance chart

This chart illustrates the maximum time paid at 100% of your base salary*.

PARENTAL LEAVE	TODAY	CHANGE	EFFECTIVE 1 APRIL 2019	EFFECTIVE 1 JANUARY 2020	EFFECTIVE 1 JANUARY 2021
Adobe Leave for birth and care of an infant <i>Time off for the mother to bond with the newborn</i>	26 weeks with full pay 16 weeks statutory leave + 10 weeks enhanced	No change	26 weeks with full pay Mothers can sacrifice up to 4 weeks to the other partner	26 weeks with full pay Mothers can sacrifice up to 2 weeks to the other partner	26 weeks with full pay Mothers cannot sacrifice leave to the other partner
Adobe Partner Leave <i>Uninterrupted time off for the parent to bond with the newborn immediately after birth</i>	5 weeks with full pay	Incremental increases through 2021. Top-up leave for up to: + 3 weeks in 2019 + 7 weeks in 2020 + 11 weeks in 2021	8 weeks with full pay 2 weeks must be used uninterrupted, the remaining 6 weeks can be used freely until the child is 12 months.**	12 weeks with full pay 4 weeks must be used uninterrupted, the remaining 8 weeks can be used freely until the child is 12 months.**	16 weeks with full pay 6 weeks must be used consecutively, immediately following the birth. The remaining 10 weeks can be used freely until the child is 12 months.**
Adoption and Surrogacy Leave <i>Time off for adoptive parents to bond with the new child</i>	16 weeks with full pay	No change	16 weeks with full pay		

Parental Leave <i>Time off for parents to bond with the new child</i>	36 months unpaid by Adobe	No change	The period of time comprised since the effective day of leave up to the child reaches age 3 or 3 years from the court / administrative resolution of adoption.
Breastfeeding leave <i>Time off for parents to bond with the new child</i>	9 months for parents to breastfeed or bond with the new child	No Change	Daily working hours may be reduced by half an hour twice per day or 1 hour per day or accumulated into full working day days until the child reaches 9 months of age. If both parents take it simultaneously, it can be extended until the child reaches the age of 12 months but in that case, the additional time will be unpaid.

* or Total Target Compensation (TTC) for commissioned employees.

** Employees must take Partner Leave as whole weeks (e.g. 1 week or 2 weeks) rather than individual days

Disclaimer:

1. The Adobe paid leave referred to above runs concurrently with statutory leave entitlements.
2. Adobe payments are inclusive of any statutory pay.
3. "Full pay" means 100% of your base pay, or TTC if applicable.
4. Please refer to the Spain Adobe Family Leave Policy for more details.