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## Leaves of absence

### Expansion of U.S. parental leave

Effective Jan. 1, 2019, the primary and nonprimary caregiver distinction will be eliminated and all eligible U.S. employees will receive up to 16 weeks paid time off for the birth, adoption or foster placement of a child. The enhanced benefit is available for employees whose child is born or placed on or after Jan. 1, 2019. [Read the announcement.](#) [1]

Taking time away from work—whether for health or family needs, service to our nation or some other occasion—requires careful planning. A leave of absence is generally defined as any approved absence from work for an extended time for a specific reason—other than time off for vacation or sabbatical. Learn more about the leaves that may be available to you by referring to the checklists, FAQs and videos below.

Read the [Adobe Leaves of Absence Policy Overview](#) [2] [PDF] if you need more details. Ready to file? Submit your leave request to [Lincoln Financial Group](#) [3] (SSO) (formerly Liberty Mutual) or call a Lincoln Intake Specialist at 800-459-3772.

For leave questions, contact Lincoln at 888-873-5476 or [AdobeAdmin@LibertyMutual.com](mailto:AdobeAdmin@LibertyMutual.com) [4].

## On this page you will find information about:

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## Medical leave



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## Family care leave



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## Parental leave

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## Organ/bone marrow donation leave

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## Military leave

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## Personal leave

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## Welcome back program

The Welcome Back program offers resources to employees and managers, to facilitate a seamless transition back to work. The program is available to U.S. based employees returning from an extended leave of absence of more than three calendar months (90 days). Read the [Welcome Back program guide](#) [22] [PDF] or [view the video](#) [23] for more information.

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[1] <https://benefits.adobe.com/node/1786?width=400&height=150>

[2] <https://benefits.adobe.com/document/250>

[3] [http://adobe.okta.com/app/adobesystems\\_libertymutualprod\\_1/exk18tkk0ndNAFUgv0h8/sso/saml](http://adobe.okta.com/app/adobesystems_libertymutualprod_1/exk18tkk0ndNAFUgv0h8/sso/saml)

[4] <mailto:AdobeAdmin@LibertyMutual.com>

[5] <https://benefits.adobe.com/node/319?width=400&height=200>

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