

LAW & POLICY GROUP

GRIST**BERMUDA INCREASES MATERNITY,
PATERNITY AND VACATION LEAVE**

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Bermuda employees will be entitled to increased paid and unpaid maternity, paternity and vacation leave, from 1 Jan 2020. The measures feature in the [Employment \(Maternity Leave Extension and Paternity Leave\) Amendment Act 2019](#), which received royal assent on 8 Oct 2019.

HIGHLIGHTS

- **Maternity leave.** Women continuously employed one year or longer with an organization will be entitled to 13 weeks of paid leave, up from the current eight weeks of paid and four weeks of unpaid leave. Employees who don't fulfill the minimum service criteria can take 13 weeks of unpaid leave, up from eight.
- **Paternity leave.** Fathers with at least one year's continuous employment by their baby's expected birth date will be entitled to five consecutive days of paid leave. Fathers must use the leave within 14 weeks of the birth and can take only one paternity leave in any 12-month period. Fathers who don't meet the minimum service criteria will be entitled to five consecutive days of unpaid leave.
- **Vacation leave.** Employees with at least six months of service can take five days of vacation leave.

RELATED RESOURCES

- [Employment \(Maternity Leave Extension and Paternity Leave\) Amendment Act 2019](#) (The Official Gazette, 8 Oct 2019)
- [Employment \(Maternity Leave Extension and Paternity Leave\) Amendment Act 2019 Commencement Day Notice 2019](#) (The Official Gazette, 1 Nov 2019)

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