Employment Rights Act 2025

Day one unpaid parental leave – reps' checklist

Here's how you can make sure members who are parents benefit from day one unpaid parental leave.

1. Check your employer updates their systems and guidance

- ☐ Your employer's HR system should be updated so they don't block parental leave requests based on length of service.
- ☐ Staff handbooks and guidance should be updated to reflect the day one right.

2. Encourage members to use unpaid parental leave alongside other rights

- ☐ Make sure they understand the range of rights available to help them with parenting (e.g. flexible working, annual leave).

3. Use the change to initiate recruitment and organising conversations

- ☐ Approach new starters to inform them of their day one right to unpaid parental leave.
- ☐ Talk about your union's work and achievements – ask if they'd like to join or get more involved

4. Negotiate paid days so parental leave is affordable

- ☐ Ask your employer to offer paid days so parents on low incomes can use their new day one right to parental leave.