

*Your answers suggest that you may be entitled to parental leave and related entitlements.*

**67 General rule—employee must have completed at least 12 months of service**

*Casual employees*

- (2) A casual employee, is not entitled to leave (other than unpaid pre-adoption leave or unpaid no safe job leave) under this Division unless:
- (a) the employee is, or will be, immediately before the date that applies under subsection (3), a regular casual employee of the employer who has been employed on that basis for a sequence of periods of employment during a period of at least 12 months; and
  - (b) but for:
    - (i) the birth or expected birth of the child; or
    - (ii) the placement or the expected placement of the child; or
    - (iii) if the employee is taking a period of unpaid parental leave that starts under subsection 71(6) or paragraph 72(3)(b) or 72(4)(b)—the taking of the leave;the employee would have a reasonable expectation of continuing employment by the employer on a regular and systematic basis.

*Date at which employee must have completed 12 months of service*

- (3) For the purpose of subsections (1) and (2), the date that applies is:
- (i) if the leave is birth-related leave—the date of birth, or the expected date of birth, of the child; or