

Your responses suggest that you may start your period of UPL up to 8 weeks concurrently with your partner, but it cannot start earlier than the birth.

Limited entitlement to take concurrent leave

- (5) If one of the employees takes a period (the ***first employee's period of leave***) of unpaid parental leave in accordance with paragraph (3)(a) or (4)(a), the other employee may take a period of unpaid parental leave (the ***concurrent leave***) during the first employee's period of leave, if the concurrent leave complies with the following requirements:
- (a) the concurrent leave must not be longer than 8 weeks in total;
 - (b) the concurrent leave may be taken in separate periods, but, unless the employer agrees, each period must not be shorter than 2 weeks;
 - (c) unless the employer agrees, the concurrent leave must not start before:
 - (i) if the leave is birth-related leave—the date of birth of the child; or
 - (ii) if the leave is adoption-related leave—the day of placement of the child.