**PATERNITY LEAVE –Confidential Employee**

January 1, 2014

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| **Benefit/Right** | **Duration** | **Eligible Employees** | **Provision**  *Please review policy for actual language.* |
| CSU Paid Maternity/Paternity/  Adoption Leave  (Parental Leave) | 30 days  *Full pay* | All Confidential employees | Up to 30 consecutive days with pay which shall commence within sixty (60) days of the arrival of a new child. Upon mutual agreement and on an exception basis, the scheduling of leave may be modified to meet the operational needs of the campus.  This leave runs concurrently with Family Care and Medical Leave. |
| Family Care and Medical Leave (FML) | 12 weeks  *During any unpaid periods of FML, Campus will pay State’s share of health, dental and vision benefits; employee pays his share.* | 12+ months employment | FML is **unpaid leave.** FML grants eligible employees a total of 12 weeks in a twelve (12) month period, including any periods of absence with pay for family care or medical leave purposes. The employee must initiate FML within 12 months of the date of birth of the child.  *An employee may access sick leave through FML if campus receives a note from spouse’s doctor stating she is disabled due to pregnancy.* |
| CSU Sick Leave |  | All Confidential employees | The use of sick leave to care for a family member may be mutually agreed to by the employee and the appropriate administrator and charged against the family medical leave entitlement. |