**ADOPTION LEAVE – CFA - Unit 3**

09/18/2012 – 06/30/2014

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| **Benefit/Right** | **Duration** | **Eligible Employees** | **Provision**  *Please review MOU or policy for actual language.* | **MOU Article** |
| CSU Paid Maternity/Paternity Leave  (Parental Leave) | 30 days per calendar year  *Full pay* | All Unit 3 employees | Commences within a 135 day period that begins 60 days prior to the anticipated arrival date of a new child, and ending 75 days after placement of the child. Charged only for workdays in such a period of time and may be used for reason of the placement of a child with an employee in connection with the adoption or foster care of the child by the employee. Days taken consecutively.  Additional Flexibility  **Leave Sharing**: When a faculty employee is eligible for parental leave and his/her spouse or partner is also a faculty employee, one spouse/partner may donate all or part of his/her parental leave to other spouse or partner with approval from appropriate administrators(s).  **Reduction in workload in lieu of parental leave**: Upon request of the faculty employee and approval of the appropriate administrator, a faculty employee with an academic year appointment may be given a reduced assignment over one academic term in lieu of a 30-day parental leave.  All leaves runs concurrently with any other related leaves. | 23.4  23.6 |
| Personal Leave of Absence Without Pay | 12 months  No Pay | Tenured or Probationary Faculty | A tenured or probationary faculty unit employee shall be entitled to a parental leave without pay for up to twelve (12) months for reason of the birth of a child, the placement of a child in connection with the adoption or foster care of the child. | 22.11 |
| Family Care and Medical Leave (FML) | 12 weeks | 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.  Leave shall be taken within 1 year of placement.  *During any unpaid periods of FML, Campus will pay State’s share of health, dental and vision benefits; employees pay their share.* | 22.9 |