**PATERNITY LEAVE – CFA - Unit 3**

09/18/2012 – 06/30/2014

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **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 |
| 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. Leave shall be taken within 1 year of birth.  *An employee may access sick leave through FML if campus receives a note from spouse’s doctor stating she is disabled due to pregnancy.*  FML shall run concurrently with Parental Leave and all other related leaves. | 22.9 |
| 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 maternity/paternity leave without pay for up to twelve (12) months. Leave shall be initiated within one year of the birth of the child. | 22.11 |
| CSU Sick Leave | Not limited to 5 days  *Full pay* | All Unit 3 employees | An employee may use accrued sick leave upon mutual agreement between the employee and appropriate administrator during the period of family leave. | 24.14 |