**PATERNITY LEAVE – Academic Support – Unit 4**

11/13/2012 – 06/30/2015

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| **Benefit/Right** | **Duration** | **Eligible Employees** | **Provision**  *Please review MOU or policy for actual language.* | **MOU Article** |
| CSU Paid  Parental Leave | 30 days per calendar year  *Full pay* | All Unit 4 employees | An employee shall be entitled to up to thirty (30) workdays "parental leave" with pay, which shall commence within sixty (60) days after the arrival of each new child.  Parental leave shall be taken consecutively and in full-day increments unless mutually-agreed otherwise by the employee and appropriate administrator. | 20.14 |
| 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.  *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. | 22.6 |
| CSU Sick Leave | 5 days  *Full pay* | All Unit 4 employees | Up to five (5) days of accrued sick leave credit may be used for family care during any one (1) calendar year. The appropriate administrator may authorize the use of additional sick leave for family care. Such requests must be accompanied by a physician’s statement. | 19.12 |
| Leave of Absence Without Pay | 12 months  *No Pay* | Permanent employee | A permanent employee is entitled to a parental leave without pay of up to twelve (12) months upon his/her written request. This leave shall satisfy the family care leave requirements of permanent employees for reason of the birth of a child. At least thirty (30) days prior to the ending date of the leave, the employee shall inform the appropriate administrator in writing of his/her intention to return from leave.  Changes in the terms of the leave may be made by mutual agreement of the appropriate administrator and the employee.  Leave runs concurrently with any other related leaves. | 22.5 |