**PATERNITY LEAVE – Skilled Trades – Unit 6**

09/19/2012 – 06/30/2015

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Benefit/Right** | **Duration** | **Eligible Employees** | **Provision***Please review MOU or policy for actual language.* | **MOU Article** |
| CSU Paid Parental Leave(Maternity/Paternity/ Adoption Leave) | 30 days*Full pay*  | All Unit 6 employees | **Parental Leave:*** An employee shall be entitled to up to thirty (30) workdays of “parental leave” with pay to care for a newborn child or for the adoption or foster care placement of a child in the employee’s home up to his/her sixth (6th) birthday.
* Parental Leave is normally taken in full day increments and shall be taken consecutively, unless mutually-agreed otherwise by the employee and the appropriate administrator. Parental Leave shall be concluded within one (1) year of the birth of the child or placement due to adoption or foster care.
 | 18.39 |
| 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 or placement as appropriate.*An employee may access sick leave through FML if campus receives a note from spouse’s doctor stating she is disabled due to pregnancy.* | 19.14 |
| CSU Sick Leave | 7 days*Full pay* | All Unit 6 employees | Sick leave for family care is primarily for emergency situations. Up to seven (7) days of accrued sick leave credit may be used for family care during any one (1) calendar year. Upon mutual agreement between the employee and appropriate administrator, an employee may use more than seven (7) days of sick leave for Family Care and Medical Leave. | 18.9 |