**ADOPTION LEAVE – Public Safety – Unit 8**

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/ Adoption Leave  (Parental Leave) | 30 days per calendar year  *Full pay* | All Unit 8 employees | An employee shall be entitled to up to the equivalent of thirty (30) eight-hour workdays (240 hours) with pay for “maternity/paternity/adoption leave,” which leave shall commence within sixty (60) days after the arrival of the new child. A maximum benefit of thirty (30) consecutive eight-hour workdays, or equivalent (not to exceed 240 hours) for employees on alternate work schedules, with pay per calendar year shall be provided.  Such leave runs concurrently with any other related leaves for which the employee is eligible. This benefit shall be provided in connection with the placement of one or more children with the employee for the purpose of adoption or foster care. | 22.24 |
| 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; employees pay their 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.  Must be initiated within 1 year of the placement of a child.  Leave runs concurrently with any other related leaves. | 28 |