**PATERNITY 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. | 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; 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. | 28 |
| CSU Sick Leave | 5 days  *Full pay* | All Unit 8 employees | Up to five (5) days of accrued sick leave credit may be used for family care during any one 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. | 22.2 |