**ADOPTION LEAVE – CSUEU – Units 2, 5, 7 and 9**

03/20/2012 – 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  Parental Leave | 30 days per calendar year  *Full pay* | All CSUEU employees | Parental Leave shall refer to a leave for the purpose of a parent preparing for the arrival of, or a parent or legal guardian caring for, a new child, up to his/her eighteenth (18th) birthday, to the employee’s immediate family due to the birth, adoption, foster care assignment, or legal guardianship of the minor child with the employee.  Commences within 60 days of the arrival of the new child, and may be taken consecutively, unless mutually agreed otherwise by employee and appropriate administrator. Leave is normally taken in daily increments.  Leave runs concurrently with any other related leaves. | 15.35 |
| 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.  Leave shall be taken within 1 year of placement.  Leave runs concurrently with any other related leaves. | 28 |