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

03/20/2012 – 06/30/2014

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **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 and/or care of a new child up to his/her eighteenth (18th) birthday.  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; 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.  *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 | 10 days  *Full pay* | All CSUEU employees | Sick leave for family care is primarily for emergency situations. Up to ten (10) days of accrued sick leave may be used for family care during any one (1) calendar year. The appropriate administrator may authorize an additional five (5) days of accrued sick leave credit for family care during one (1) calendar year.  An employee may request the use of accrued sick leave credit for family care beyond the maximum set forth above. Such requests must be accompanied by a physician’s statement. | 15.9 |