**ADOPTION LEAVE –Management Personnel Plan Employees**

January 1, 2014

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| **Benefit/Right** | **Duration** | **Eligible Employees** | **Provision**  *Please review policy for actual language.* |
| CSU Paid Maternity/Paternity/ Adoption Leave  (Parental Leave) | 30 days  *Full pay* | All MPP employees | Up to 30 consecutive days with pay which shall commence within sixty (60) days of the arrival of a new child. Upon mutual agreement and on an exception basis, the scheduling of leave may be modified to meet the operational needs of the campus.  Parental Leave shall run concurrently with Family Care and Medical Leave. |
| 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.  In the case of adoption/foster care, leave shall be initiated within one (1) year of the placement of the child. |