**ADOPTION LEAVE – Physicians - Unit 1**

11/15/2011 – 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) | 20 days  *Full pay* | All Unit 1 employees | An employee shall be entitled to up to twenty (20) workdays with pay for “maternity/paternity/adoption leave” which leave shall commence with the arrival of the new child. A maximum benefit of twenty (20) workdays 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 foster children with the employee.  Parental Leave shall run concurrently with Family Care and Medical Leave. | 15.15 |
| 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 initiated within 1 year of placement of the child. | 16.10 |