**PATERNITY 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.  Maternity/Paternity/Adoption Leave shall refer to a leave for the purpose of caring for a new infant.  Leave runs concurrently with any other related leaves. | 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; 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. Any leave taken shall be initiated within one (1) year of the birth of a child or placement of a child with the employee in the case of adoption/foster care.  *An employee may access sick leave through FML if campus receives a note from spouse’s doctor stating she is disabled due to pregnancy.* | 16.10 |
| CSU Sick Leave | 5 days  *Full pay* | All Unit 1 employees | Up to five (5) days of accrued sick leave credit may be used for family care during any one (1) calendar year. A physician’s verification for additional use of sick leave is required. | 14.7 |