**ADOPTION LEAVE – Academic Support – Unit 4**

11/13/2012 – 06/30/2015

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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 Unit 4 employees | An employee shall be entitled to up to thirty (30) workdays “parental leave” with pay, which shall commence within sixty (60) days after the arrival of each new child. However, a maximum benefit of thirty (30) workdays with pay per calendar year be provided in connection with the placement of one (1) or more foster children with the employee or the employee’s spouse or registered domestic partner.Parental leave shall be taken consecutively and in full-day increments unless mutually-agreed otherwise by the employee and the appropriate administrator. Parental leave shall be provided in connection with either:A. The birth and ongoing care in the employee’s home of a child with the employee, employee and his/her spouse or the employee and his/her registered domestic partner, orB. The placement of a child in the employee’s home, for the purpose of adoption or foster care, with the employee, the employee and his/her spouse, or the employee and his/her registered domestic partner. An exception to the requirement for the child to be in the employee’s home shall be made when the employee provides documentation that the child is in the hospital or the child is with the spouse or registered domestic partner in another location and the employee is going to that location to care for the child. | 20.14 |
| Leave of Absence Without Pay | 12 months | Permanent Employee | A permanent employee is entitled to a parental leave without pay of up to twelve (12) months upon his/her written request. | 22.5 |
| Family Care and Medical Leave (FML) | 12 weeks | 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 runs concurrently with any other related leaves. *During any unpaid periods of FML, Campus will pay State’s share of health, dental and vision benefits; employees pay their share.* | 22.7 |