**PATERNITY LEAVE –Excluded Employees (E99)**

January 1, 2014

|  |  |  |  |
| --- | --- | --- | --- |
| **Benefit/Right** | **Duration** | **Eligible Employees** | **Provision***Please review policy for actual language.* |
| Family Care and Medical Leave (FML) | 12 weeks*No Pay*  | 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 the birth or adoption/foster care of a child, leave shall be initiated within one (1) year of the birth or placement as appropriate. |
| CSU Sick Leave |  | All E99 employees | The use of sick leave to care for a family member may be mutually agreed to by the employee and the appropriate administrator and charged against the family medical leave entitlement. |