**ADOPTION LEAVE – Skilled Trades – Unit 6**

09/19/2012 – 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  (Maternity/Paternity/ Adoption Leave) | 30 days  *Full pay* | All Unit 6 employees | **Parental Leave:**   * An employee shall be entitled to up to thirty (30) workdays of “parental leave” with pay to care for a newborn child or for the adoption or foster care placement of a child in the employee’s home up to his/her sixth (6th) birthday.   **Adoption/Foster Care for Children Age 6 to 18**   * An employee is entitled to five (5) days of paid time for the purpose of handling issues related to the placement with the employee of an adopted or foster child, who is six (6) to eighteen (18) years of age. * The days must be taken within one (1) year from the date of the placement of a child with an employee and shall be taken in full day increments. | 18.39  18.43 |
| 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 taken within 1 year of placement.  Leave runs concurrently with any other related leaves. | 19.14 |