

Parental Leave – JUNE 2024

The Parental Leave is a **paid** leave associated with the birth of an employee’s own child or the placement of a child with the employee in connection with adoption and includes foster care for certain employee categories (specified by an asterisk below). This type of absence is not charged against the employee’s leave credits, and the amount of paid days received is based on employee category.

Parental leave may run concurrently with any other related leaves for which the employee is eligible. The chart below is a reference that may be used to determine the amount of paid maternity/paternity/adoption leave an employee is entitled to under this program. Please review MOU or policy for actual language.

Employee Category	# Of Days	Timeframe Guidelines for Parental Leave
Unit 1 (Physicians) Article 15	30 Days**	An employee shall be entitled up to a maximum of thirty (30) workdays Parental Leave in a twelve (12) month period, with pay which shall commence within sixty (60) days of the arrival of a new child(ren). Such leave shall be taken consecutively, unless mutually-agreed otherwise by the employee and the appropriate administrator. Parental Leave is normally taken in daily increments. Such leave shall be in addition to available sick leave and to available vacation. Paid Parental Leave runs concurrently with any other related leaves for which the employee is eligible.
Units 2, 5, 7, 9* (CSUEU) Article 15	30 Days**	An employee shall be entitled up to a maximum of thirty (30) workdays Parental Leave in a twelve (12) month period, with pay which shall commence within sixty (60) days of the arrival of a new child(ren). Such leave shall be taken consecutively, unless mutually-agreed otherwise by the employee and the Appropriate Administrator. Parental Leave is normally taken in daily increments. Such leave shall be in addition to available sick leave and to available vacation under Article 14. Paid Parental Leave runs concurrently with any other related leaves for which the employee is eligible. Parental Leave shall be used for the purpose of a parent preparing for the arrival of, or a parent or legal guardian caring for, a new child(ren), up to their eighteenth (18th) birthday, due to the birth, adoption, foster care assignment, or legal guardianship of the minor child(ren) with the employee.
Unit 3* (Faculty) Article 23	50 Days**	Commences within a one-hundred and thirty-five (135) day period that begins 60 days prior to the anticipated arrival date of a new child, and ends seventy-five (75) days after the arrival of a new child due to birth, adoption or foster care. Charged only for workdays in such a period of time and days taken consecutively.
Unit 4* (Academic Support) Article 20	30 Days**	An employee shall be entitled to up to thirty (30) workdays which shall commence within sixty (60) days after the arrival of a new child(ren). The entitlement of thirty (30) workdays of parental leave is not affected in the event that the employee commences their parental leave in one calendar year and completes it in the next. However, a maximum benefit of thirty (30) workdays with pay within any twelve (12) month period shall 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. Such leave runs concurrently with any other related leaves for which the employee is eligible.

Unit 6* (Teamsters 2010) Article 18	30 Days**	Parental Leave shall refer to a leave for the purpose of a parent preparing for the arrival of, or a parent or legal guardian caring for, a new children, up to their eighteenth (18th) birthday, to the employee's immediate family due to the birth, adoption, foster care assignment, or legal guardianship of the minor child with the employee. Entitled to a maximum of thirty (30) workdays Parental Leave in a twelve (12) month period, with pay which shall commence within sixty (60) days of the arrival of new children. Such leave shall be taken consecutively, unless mutually-agreed otherwise by the employee and the appropriate administrator. Parental Leave is normally taken in daily increments. Such leave shall be in addition to available sick leave and to available vacation under Article 14. Paid Parental Leave runs concurrently with any other related leaves for which the employee is eligible.
Unit 8* (Public Safety) Article 22	30 Days**	Per calendar year. Commences within 60 days of the arrival of the new child(ren), in connection with the birth of one's child(ren), or placement of one or more children with the employee for the purpose of adoption or foster care. An employee is entitled to up to the equivalent of thirty (30) consecutive, eight (8)-hour work days (not to exceed 240 hours for employees on alternate work schedules). Must be taken in full days.
Unit 10 (CMA Operating Engineers) Article 15	15 Days**	An employee shall be entitled to up to fifteen (15) workdays "parental leave" with pay, in a twelve (12) month period to care for a new infant(s) or adopted child(ren) up to age five (5). The days must be taken consecutively and shall commence within sixty (60) days upon the birth or placement of a child(ren). By mutual agreement between the President and the employee, the scheduling of this leave may be modified. Must be taken in full days.
Unit 13 (English Language Program Instructors CSULA) Article 13	30 Days	For the purpose of a parent preparing for the arrival of, or a parent or legal guardian caring for, a new child, up to his/her eighteenth (18th) birthday, to the employee's immediate family due to the birth, adoption, foster care assignment, or legal guardianship of the minor child with the employee. An employee shall be entitled to a maximum of thirty (30) workdays Parental Leave per calendar year, with pay which shall commence within sixty (60) days of the arrival of new child(ren). Such leave shall be taken consecutively, unless mutually-agreed otherwise by the employee and the appropriate administrator.
Confidential* (C99)	30 Days**	Commences within 60 days of the arrival of the new child, and days run consecutively. Leave may only be taken in daily increments. Upon mutual agreement and on an exception basis, the scheduling of the leave may be modified to meet the operational needs of the campus.
Management Personnel Plan* (MPP) (M80)	30 Days**	Commences within 60 days of the arrival of the new child, and days run consecutively. Upon mutual agreement and on an exception basis, the scheduling of the leave may be modified to meet the operational needs of the campus.
Executive* (M98)	30 Days	Commences within 60 days of the arrival of the new child, and days run consecutively.
References		
<i>The Maternity/Paternity/Adoption/Parental Leave benefit is not available to employees in the following employee categories: Excluded (E99), UAW employees (Unit 11) and American Language and Culture Program Instructors (Unit 14). *Parental leave benefit applies to foster care. **Leave applies to Workdays.</i>		
Represented Employees – See Appropriate Collective Bargaining Agreement Article		Non-Represented Employees: C99, M80 – HR 2004-23; HR 2002-21; HR 1999-09; M98 – HR 2002-32