

## Parental Leave and Teaching Relief for Faculty

CSU is committed to promoting its employees' ability to maintain a positive work-life balance. Parental leave is a major contributor to achieving this goal. I've outlined the key elements of parental leave for faculty at CSU beginning with fall semester.

### Eligibility

Both regular and non-tenure track benefits eligible faculty appointed at 50% or greater are eligible for parental leave. Eligible parents include the birth mother or non-birth parent of a child, including the child's mother and father, or the spouse, domestic partner or civil union partner of either. An employee becomes a parent at the time of a child's birth or placement for adoption.

Federal regulations dictate that both parents, if eligible, may receive up to 12 weeks of Family Medical Leave (FML), which provides job protection for your position. Such leave may be taken at any time within 12 months of the child's birth or placement for adoption.

### Academic Year Births

FML may be taken anytime within 12 months of the birth of a child or placement for adoption. When a child is born during the academic year and FML is taken immediately after birth, the birth mother will generally receive a minimum of 9 weeks paid leave for a normal delivery and 11 weeks for a cesarean delivery. This leave is derived from a combination of sick and annual leave, short term disability (STD) and 3 weeks of paid parental leave. Sick and annual leave must be exhausted before STD begins and is used for up to 6 weeks following a normal delivery; or up to 8 weeks for a cesarean delivery. The 3 weeks of paid parental leave for the birth mother is applied after the 6 or 8 week period of STD, or use of sick and annual leave. The 12 weeks of FML may be paid leave if the faculty member has at least 9 weeks of accrued sick and/or annual leave. Paid parental leave would make up the final 3 weeks of leave.

A non-birth parent faculty member may also use FML, if eligible, and take parental leave within 12 months of the birth date or placement for adoption. FML may be paid leave with the use of 3 weeks of paid parental leave and accrued sick and/or annual leave. FML may also be unpaid if all paid leave has been exhausted.

### Summer Births

When the birth mother is a 9 month faculty member without a summer session appointment, they are not generally eligible for STD. Human Resources can provide details of when STD would apply in the summer for 9 month faculty. The faculty member may utilize FML, if eligible, within 12 months of the delivery date or placement for adoption during the academic year. The faculty member receives 3 weeks of paid parental leave and may also use any accrued sick and annual leave during the FML period.

A 9 month faculty member who is the non-birth parent of a summer birth or adoption may also use FML, if eligible, that can be taken during the academic year. The faculty member may use 3 weeks of paid parental leave and any accrued sick and annual leave during the FML period.

Faculty with a 12 month appointment may utilize parental leave and FML, if eligible, at any time during the 12 months following the date of birth or placement for adoption.

Impact of Child Birth or Adoption on Teaching Obligations

CSU is committed to providing teaching relief for parents to care and bond with their child. Toward that end, the university will now reimburse departmental budgets for parental leave, sick leave and annual leave used by the birth mother beginning July 1, 2015. Moreover, the department realizes salary savings for the time covered by STD for the birth mother. Coupled together, these resources should be sufficient to cover the full semester cost of a replacement educator for the birth mother. The salary savings from STD for the birth mother is generally not relevant for summer births.

For the non-birth parent, 3 weeks of paid parental leave may provide for a reduction in class load. The existing practice of reimbursing departments for the 3 weeks paid parental leave for non-birth parents will continue. Departments are not reimbursed for sick or annual leave costs related to parental leave for a non-birth parent.

In certain circumstances, salary reimbursement for a birth mother for parental leave, sick leave and annual leave may not be sufficient to cover the full cost of a replacement educator for the semester. In this case, the department may ask central administration, Dan Bush Vice Provost for Faculty Affairs, for assistance to fill the financial gap.

It is the administration's position that a full semester of teaching relief is taken over one semester, split 50/50 between two semesters, or is specially arranged with the Chair's agreement according to the parent's needs.