

Parental Leave



CSU IS COMMITTED TO PROMOTING YOUR ABILITY TO CREATE A HEALTHY WORK-LIFE INTEGRATION. PARENTAL LEAVE IS A KEY COMPONENT IN HELPING YOU TO ATTAIN YOUR FAMILY RESPONSIBILITIES.

Parental Leave provides 3 weeks for the purpose of bonding with and caring for a newborn or newly adopted child. Parental Leave is independent of sick leave, annual leave or short term disability (STD).

To ensure adequate time-off, if you become a new parent you are provided compensation, in most circumstances:

- 9 weeks for the birth mother's 12-week Family Medical Leave (FML) period eligibility, or
- 3 weeks Parental Leave for the non-birth parent

ENHANCEMENTS for New Parents

BEGINNING JULY 1, 2015, Parental Leave provides for departmental fringe pool reimbursement for salary paid on your leave usage (accrued sick leave, annual leave and Parental Leave) for **UP TO 12 WEEKS.**

A Parental Leave application must be submitted by your department for this purpose.



ELIGIBLE EMPLOYEES

- Academic Faculty⁺, Administrative Professional, Post Doctoral Fellow, Veterinary and Clinical Psychology Intern
- Appointment of at least half-time (50%) who are benefits eligible
- Satisfy the eligibility requirements for short term disability

⁺Parental Leave is not applicable to 9-month employees during Summer Session.



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