

The Maternity/Paternity/Adoption/Parental leave is a paid leave of up to 30 days, associated with the birth of an employee's own child or the placement of a child with the employee in connection with adoption or foster care. 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.

Paid Maternity/Paternity/Adoption/Parental leave may run concurrently with any other related leaves for which the employee is eligible. The chart below is a reference that can 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.

CSU Paid Maternity/Paternity/Adoption/Parental Leave		
Employee Category	Number of Eligible Paid Days	Timeframe Guidelines
Physicians (R01)	30 days**	Per calendar year. Commences with the arrival of the employee's new child, and days run consecutively.
CSUEU (R02,5,7,9)*	30 days**	Per calendar year. Commences within sixty (60) days of the arrival of the new child, due to birth, adoption, or foster care assignment, or legal guardianship; up to his/her eighteenth (18th) birthday. Days are taken consecutively, unless mutually agreed otherwise by employee and appropriate administrator. Parental leave is normally taken in daily increments.
Faculty (R03)*	30 days**	Commences within a one hundred and thirty-five (135) day period, which begins sixty (60) days prior to the anticipated arrival date of the 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 period of time and days are taken consecutively.
Academic Support (R04)*	30 days**	Commences within 60 days after the arrival of each new child. Days run consecutively and in full-day increments, unless mutually agreed otherwise by the employee and the appropriate administrator. 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. Limited to a maximum of 30 workdays with pay per calendar year if leave is for placement of one or more foster children with the employee or with the employee's spouse or domestic partner.
Skilled Trades (R06)*	30 days**	Per calendar year. Commences within 60 days of birth or, placement due to adoption or foster care, or legal guardianship (up to age 18) and days run consecutively, unless mutually agreed upon. Parental leave is normally taken in daily increments.

Public Safety (R08)*	30 days**	Per calendar year. Commences within 60 days of the arrival of the new child, in connection with the birth of one's child, 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.
IUOE (R10)	15 days**	Commences with the arrival of a new infant or adopted child up to age five (5), and days run consecutively. Scheduling of leave may be modified by mutual agreement. Must be taken in full days.
UAW (R11)	None	Not available to employees within this employee category.
Head Start Employees (SFSU Only) (R12)	30 days	Commences within 60 days of the arrival of the new child. Days run consecutively, unless mutually agreed otherwise by the employee and the appropriate administrator. Leave may only be taken in daily increments.
CSULA English Language Instructors (R13)	None	Not available to employees within this employee category.
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.
Executives (M98)*	30 days	Commences within 60 days of the arrival of the new child, and days run consecutively.
Excluded (E99)	None	Not available to employees within this employee category.

*Benefit applies to foster care.

**Leave applies to Workdays.