

CSU Paid Parental Leave

Employee Category	Number of Eligible Paid Work 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 their 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)	50 days**	Leave shall commence within a one hundred and thirty-five (135) day period beginning sixty (60) days prior to the anticipated arrival date of the new child and ending 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. Days are taken consecutively unless mutually agreed otherwise by employee and appropriate administrator. Faculty may also request a reduction in workload in lieu of fifty (50) day parental leave; see MOU for detail.
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.
Teamsters (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 workdays (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.
CSULA English Languag e Instruct ors (R13)	30 days	Commences within 60 days of the arrival of a new child, and runs consecutively, unless mutually agreed upon by the employee and the appropriate administrator.
Confide ntial (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.
Manage ment Personn el 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.
Executiv es (M98)	30 days	Commences within 60 days of the arrival of the new child, and days run consecutively.
Exclude d (E99)	None	Not available to employees within this employee category.