

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.

		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 is ()10c5bn consecutively.

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.