

**Memorandum of Understanding
Maternity/Paternity/Adoption Leave**

August 9, 2004
Tentative Agreement

This Memorandum of Understanding amends Article 15, Section 15.35 of the CSEA-CSU's 2002-2005 Collective Bargaining Agreement as follows:

Maternity/Paternity/Adoption Leave

15.35 "Maternity/paternity/adoption leave" shall refer to a leave for the purpose of a parent preparing for the arrival of a new infant and the care of a new infant.

An employee shall be entitled to up to thirty (30) workdays "maternity/paternity/adoption leave" (as defined above, and subject to the requirements of Provision 16.12), with pay which shall commence within sixty (60) days of the arrival of a new child. Such leave shall be taken consecutively, unless mutually-agreed otherwise by the employee and the appropriate administrator. Maternity, paternity, adoption leave is normally taken in daily increments. Such leave shall be in addition to available sick leave and vacation under Article 14. Paid maternity/paternity/adoption leave runs concurrently with any other related leaves for which the employee is eligible.

For the CSEA

Steven L. Laxa

Date: *9 August 2004*

For the CSU

Joel Block

Date: *8/9/04*