

Unit 1 – cont.

Maternity/Paternity/Adoption Leave: Effective July 1, 2001, Unit 1 employees are eligible to receive up to twenty (20) days of paid maternity/paternity/adoption (MAT/PAT) leave commencing with the arrival of the child or for the placement of one or more foster children with the employee. A maximum benefit of twenty (20) days per calendar year shall be provided. MAT/PAT leave runs concurrently with any other related leaves for which the employee is eligible.

Bereavement Leave: Effective July 1, 2001, upon request, Unit 1 employees shall receive two (2) days of leave with pay for each death of a significantly close relative. The employee may request and shall receive three (3) days of leave with pay for the death of a significantly close relative if the employee is required to travel over five hundred (500) miles (round-trip) from his/her home.

Unit 8 (SUPA)

Maternity/Paternity/Adoption Leave: Effective July 1, 2001, Unit 8 employees are eligible to receive up to twenty (20) days of paid maternity/paternity/adoption (MAT/PAT) leave commencing with the arrival of the child or for the placement of one or more foster children with the employee. A maximum benefit of twenty (20) days per calendar year shall be provided. MAT/PAT leave runs concurrently with any other related leaves for which the employee is eligible.

Bereavement Leave: Effective July 1, 2001, upon request, Unit 8 employees shall receive two (2) days of leave with pay for each death of a significantly close relative. The employee may request and shall receive three (3) days of leave with pay for the death of a significantly close relative if the employee is required to travel over five hundred (500) miles round-trip from his/her home.

Dependent Fee Waiver: Employees eligible for the CSU fee waiver program may transfer their existing fee waiver benefit entitlement maximum to a spouse or dependent child. Campuses may implement this program for Fall 2001 if administratively feasible; otherwise implementation may be deferred to the next semester/quarter. This benefit is subject to the following conditions:

- the courses are taken by a spouse or dependent child who is matriculated toward a degree and the courses are for credit toward the degree's requirements,
- this fee waiver benefit does not apply to out-of-state tuition, and
- the administration determines that there is space available in such course offerings for the spouse or dependent child.

Unit 8 – cont.

Uniform Allowance: Effective July 1, 2001, the following changes have been made for the payment of uniform allowances to Unit 8 employees:

- Uniform allowance payments will be considered as compensation and subject to PERS retirement contributions. All uniform allowances are to be paid in October.
- Full-time sworn peace officers “active” in October 2001, are entitled to receive a one-time supplemental uniform allowance payment of \$500 in fiscal year 2001/02.

Special Note on Leave Benefits for Units 1 and 8: For employees under these collective bargaining agreements who utilized these leave programs after July 1, 2001, but prior to the release of this Technical Letter, campuses may restore employee leave credits and replace with paid leave, as appropriate.

Questions regarding this Technical Letter may be directed to systemwide benefits at (562) 951-4411. This Technical Letter is available on Human Resources Administration’s web page at: <http://www.calstate.edu/HRA/memos.shtml>.

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