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To: CSU Presidents

From: Jackie R. McClain
Vice Chancellor
Human Resources

Subject: MANAGEMENT AND CONFIDENTIAL BENEFIT ENHANCEMENTS

Effective July 1, 2002, the following benefit improvements have been approved for Management Personnel Plan (MPP) and Confidential employees.

Bereavement Leave

Bereavement leave is increased to five (5) days of leave with pay for each death of an immediate family member or of a significantly close relative. This leave is no longer tied to a travel requirement.

Maternity/Paternity/Adoption Leave

The Maternity/Paternity/Adoption Leave is increased to thirty (30) days of paid leave commencing within 60 days of the arrival of a new child on or after July 1, 2002. This paid leave applies to the birth of an employee's own child or the placement of a child with the employee in connection with adoption or foster care.

Family Medical Leave

An eligible MPP or Confidential employee may now take Family Medical Leave (FML) to care for his/her domestic partner who has a serious medical condition. In order to access this benefit, the employee's domestic partnership must be registered through the Secretary of State designated process.

Distribution:

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If you have any questions, please contact Pamela Chapin in Human Resources Administration at (562) 951-4414 or via e-mail at pchapin@calstate.edu. This Human Resources memorandum is also available on Human Resources Administration's web page at: <http://www.calstate.edu/HRAdm/memos.shtml>.