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**Date:** November 27, 2002

**To:** CSU Presidents

**From:** Jackie R. McClain   
Vice Chancellor  
Human Resources

**Subject:** **Executive Benefit Enhancements**

The Board of Trustees approved the following Executive benefit program enhancements at its November board meeting. These benefit enhancements are effective immediately.

**Bereavement Leave**

Bereavement leave for Executives 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. This paid leave also 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 (FML)**

An eligible Executive 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.

**Dependent Fee Waiver**

An Executive will receive the same dependent fee waiver benefit provided to eligible members of the Management Personnel Plan.

If you have questions, please contact Human Resources Administration at (562) 951-4411. This HR Letter is available on Human Resources Administration's Web page at: <http://www.calstate.edu/HRAdm/memos.shtml>.

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