

The California State University
Office of the Chancellor
401 Golden Shore
Long Beach, CA 90802-4210
(562) 951-4411

Code: HR 99-10

Date: September 23, 1999

To: CSU Presidents

From: Jackie R. McClain
Vice Chancellor
Human Resources



Subject: EXECUTIVE BENEFIT ENHANCEMENTS

Benefit programs for Executives are improved effective September 15, 1999, as follows:

Paid Maternity/Paternity/Adoption Leave: This benefit will be increased to twenty (20) days of paid leave for eligible executive employees commencing with the arrival of a new child on or after September 15, 1999.

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. If the employee has been working or on any other paid or unpaid leave immediately prior to the child's arrival, he/she should be placed on this leave effective with the first workday concurrent with, or next following, the arrival of the new child. **This type of absence is not charged against the employee's leave credits.**

After the twenty days paid maternity/paternity/adoption leave are exhausted, the employee may charge sick leave in accordance with CSU policy. Paid maternity/paternity leave runs concurrently with CSU Family Medical Leave and/or pregnancy leave under Education Code Section 89519.

Bereavement Leave: This benefit will be increased to two (2) days leave with pay for each death of an immediate family member or of a significantly close relative. Employees are eligible for three days leave with pay if the employee is required to travel over five hundred (500) round-trip miles from his/her home.

If you have any questions, please call Pamela Chapin in systemwide Human Resources Administration at (562) 951-4411.

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