


Date: January 8, 2007 Code: TECHNICAL LETTER  
HR/Benefits 2007-01

To: Associate Vice Presidents/Deans of Faculty  
Human Resources Directors  
Benefits Representatives

From: Gail Brooks   
Associate Vice Chancellor  
Human Resources

Subject: Updated Maternity/Paternity Leave – Faculty (Unit 3) Employees

Recently, the California State University (CSU) and the California Faculty Association (CFA) modified the Maternity/Paternity leave program as defined in the Unit 3 Collective Bargaining Agreement for faculty employees. Effective December 1, 2006, the following language applies to faculty bargaining unit employees:

A bargaining unit employee shall be entitled to a maximum of thirty (30) consecutive workdays of maternity/paternity leave for the reasons specified in provision 22.10 of this Agreement. The thirty (30) workdays of leave shall commence within a one hundred and twenty (120) day period that begins sixty (60) days prior to the anticipated arrival date of a new child. Such leave shall be charged only for workdays in such a period of time and may be used for reason of the birth of a child of the employee or the placement of a child with an employee in connection with the adoption or foster care of the child by the employee.

Questions regarding this Technical Letter may be directed Human Resources Administration at (562) 951-4411. This Technical Letter is also available on the Human Resources Administration's Web site at: <http://www.calstate.edu/HRAdm/memos.shtml>.

Questions regarding the agreement to modify the contractual provision may be directed to Labor Relations at (562) 951-4400.

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