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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