

UFF PROPOSAL #1

November 2020

Article 17

Leaves

17.7 Parental Leave Program

- (1) No more than twice in the course of an employee's tenure at the University, the employee may request and be granted a paid parental leave for the birth or adoption of a child not to exceed one semester (for instructional faculty) or three months for non-instructional employees. No two members of the same family may request parental leave at the same time or for the same event (birth or adoption of a child).
- (2) Commitment to return. An employee must agree in writing to return to University employment for at least one academic year (calendar year for non-instructional faculty) following participation in parental leave. or reimburse the University for salary received during the leave period. If this condition is not met, the University may require the return of salary received during the program.
- ~~(3) Commitment to Reimburse. An employee who makes use of parental leave and who remains in University employment for at least one academic year (calendar year for non-instructional faculty) immediately following participation in the parental leave program shall have the total number of hours used deducted from the employee's sick leave and/or annual leave upon separation from the University, or upon transferring between annual leave and non-annual leave accruing contract. An employee who makes use of parental leave, but does not remain in University employment for at least one academic year (calendar year for non-instructional faculty) immediately following participation in the parental leave program may be required to reimburse the University for the liquidated equivalent of all salary paid while on parental leave.~~
- ~~(4) The "Parental Leave Paid Program" will be implemented on January 1, 2009 with a commitment of 10% of the in-unit employees' salary base. Program guidelines will be posted on the University's website.~~