

Letter of Agreement  
Paid Parental Leave

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Section 1. The Union and University agree to a pilot program for paid parental leave until [End of CBA, 2022].

Section 2. GEs have the right to Paid Parental Leave once every academic year for 1) the birth of a child and in order to care for such child or 2) placement of child with GE for adoption or foster care.

If a GE takes advantage of this program, as part of the first three weeks of leave and contrary to Article 27, Section 7(b), the GE must first use any accrued paid leave. If the GE does not have sufficient accrued paid leave to cover three weeks with full pay, the University will provide the GE with the necessary amount of paid parental leave to allow the GE to receive a total of three weeks paid parental leave.

If both parents are employed as GEs by the University, both parents are entitled to parental leave as described in this section.

Section 3. This Letter of Agreement expires on [End of CBA, 2022].