

CFA Proposal #1
May 31, 2023

Changes to Article 23

Correction to conform to current practices

The parties agree that immediate family includes “a child of a sibling” and “the parent of a spouse or a domestic partner” and “the sibling of a spouse or domestic partner”

Parental Leave

23.4 A bargaining unit employee shall be entitled to a ~~maximum of thirty (30) days~~ **minimum of one semester or two quarters** of parental leave for the reasons specified in provision 22.10 of this Agreement. Such leave shall be taken consecutively, unless mutually agreed otherwise by the employee and the appropriate administrator. This leave shall commence within a one hundred and thirty-five (135) day period beginning sixty (60) days prior to the anticipated arrival date of a new child and ending seventy-five (75) days after the arrival 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.

Crisis Leave

23.X A faculty member shall be entitled to five (5) days of leave to attend to/care for an “immediate family” member in a health or natural disaster crisis.