

# CAPS PROPOSAL

**Bargaining Unit:** 10

**Date:** June 15, 2021;  
2:27PM

**Exclusive Representative:** CAPS

**Article:** NEW - 3.xx

**Subject:** Leaves

## 3.xx Paid Parental Leave

Paid Parental Leave (PPL) shall refer to a leave for the purpose of a parent preparing for the arrival of, or a parent or legal guardian caring for a new child or children due to the birth, adoption, foster care assignment, or new legal guardianship of the child or children with the employee or employee's spouse. Minors are considered a "child" until their eighteenth (18th) birthday.

- A. An employee shall be entitled to up to one hundred and eighty (180) workdays of Paid Parental Leave, upon the arrival or placement of each new child.
- B. Paid parental leave may be taken intermittently. Such leave may run concurrently with any other related leaves for which the employee is eligible.
- C. When both parents are State employees, each employee is eligible for paid parental leave.
  1. Upon request of an employee, and upon approval of a department director or designee, paid parental leave may be transferred between family members (donations may be made by a spouse, domestic partner that has been defined and certified with the Secretary of State's office in accordance with Family Code Section 297, or other person residing in the immediate household) in accordance with departmental policies, to allow one parent to care for the child for up to a total of 360 days.