

CAPS R/O PROPOSAL

Bargaining Unit: 10

Date: July 13,
2022 at 1021am

Exclusive Representative: CAPS

Article: 3

Subject: Leaves

3.5 Parental Leave

- A. A department head or designee shall grant a female permanent employee's request for an unpaid leave of absence for purposes of pregnancy, childbirth, recovery therefrom or care for the newborn or adopted child for a period not to exceed one (1) year. The employee shall provide medical substantiation to support her request for pregnancy leave.
- B. A male spouse or male parent, or domestic partner that has been defined and certified with the Secretary of State's office in accordance with Family Code Section 297 who is a permanent employee, shall be entitled to an unpaid leave of absence for a period not to exceed one (1) year to care for ~~his/her~~ their newborn or adopted child.
- C. During the period of time an employee is on parental leave, ~~he/she~~ they shall be allowed to continue their health and dental benefits. The cost of these benefits shall be paid by the employee and the rate that the employee will pay will be the group rate.