

UCCS Parental Leave

Effective June 12, 2023

Parental Leave Components	UCCS Tenure/ Tenure Track Faculty <i>incl. Continuing Ed Instructors, Engineering and Computer Science exceptions</i>	UCCS Other Nine-Month Faculty <i>ex. Instructors</i>	Faculty on 12-Month or Continuous Appointments <i>ex. Research Professors, Research Associates, PRAs, and Post-Doctoral Associates</i>	University Staff	Classified Staff State of Colorado DPA Rules
Policy	APS 5062	APS 5062	APS 5062	APS 5062	APS 5062
	UCCS Policy 300-023	UCCS Policy 300-023	UCCS Policy 300-023	UCCS Policy 300-023	UCCS Policy 300-023
Eligibility	50% or greater, non-temporary appointment and 12 months of consecutive employment	50% or greater, non-temporary appointment and 12 months of consecutive employment	50% or greater, non-temporary appointment and 12 months of consecutive employment	50% or greater, non-temporary appointment and 12 months of consecutive employment	50% or greater, non-temporary appointment and 12 months of consecutive employment
Benefit	90 days of leave within the first 12 months of qualifying event	90 days of leave within the first 12 months of qualifying event	Up to 6 months unpaid leave within first 12 months of qualifying event	Up to 6 months unpaid leave within first 12 months of qualifying event	13 weeks under FML only
Paid Parental Leave	Exhaust sick leave; the remaining balance of 90 days are paid at 50% time	Exhaust sick leave; the remaining balance of 90 days are paid at 50% time	Four weeks of paid parental leave, to be used in 40 hour increments	Four weeks of paid parental leave, to be used in 40 hour increments	Four weeks of paid parental leave, to be used in 40 hour increments
Other Leave/Pay	<u>Must</u> exhaust sick leave before 50% time is paid	<u>Must</u> exhaust sick leave before 50% time is paid	Must use all vacation and sick leave before leave without pay	Must use all vacation and sick leave before leave without pay	<u>Must</u> use all vacation and sick leave before leave without pay
Notes	Must Initiate Process With FMLA Paperwork	Must Initiate Process With FMLA Paperwork	Must Initiate Process With FMLA Paperwork	Must Initiate Process With FMLA Paperwork	Must Initiate Process With FMLA Paperwork
Resource	Provost/EVCAA & HR	Provost/EVCAA & HR	Provost/EVCAA & HR	Human Resources	Human Resources & State Personnel Board

**This reference chart is not intended to replace the APS or UCCS campus parental leave policy; any discrepancies will default to the policies*