## UCCS Parental Leave
Effective July 1, 2018

| Parental Leave Components | UCCS Tenure/ Tenure Track Faculty incl. Continuing Ed Instructors, Engineering and Computer Science exceptions | UCCS Other Nine-Month Faculty ex. Instructors | Faculty on 12-Month or Continuous Appointments ex. Research Professors, Research Associates, PRAs, and Post-Doctoral Associates | University Staff | Classified Staff
|---|---|---|---|---|---
| Policy | APS 5019 | APS 5019 | APS 5019 | APS 5019 | APS 5019
| 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 | 18 weeks of leave within the first 12 months of qualifying event | 18 weeks of leave within the first 12 months of qualifying event | 6 months unpaid leave within first 12 months of qualifying event | 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 18 weeks are paid at 50% time | Exhaust sick leave; the remaining balance of 18 weeks 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 | Must exhaust sick leave before 50% time is paid | Must exhaust sick leave before 50% time is paid | May use vacation leave, sick leave and/or leave without pay | May use vacation leave, sick leave and/or leave without pay | Must 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*