Article 15: PARENTAL LEAVE

A. The University shall provide two (2) workweeks of parental leave with pay each academic year to a parent to allow them to bond with a newborn child or child recently placed via adoption, provided the leave takes place within one year of the birth of the child or placement of the child with the resident or fellow. Beginning July 1, 2019, the University shall provide three (3) workweeks of parental leave with pay. Beginning July 1, 2020, the University shall provide four (4) workweeks of parental leave with pay.

B. If the Resident or Fellow is eligible for leave under the Family and Medical Leave Act and/or the California Family Rights Act, parental leave can extend to up to twelve (12) workweeks. If the Resident or Fellow wishes to be paid for work days beyond the paid entitlement in paragraph A during parental leave, the Resident or Fellow may use accumulated sick and/or vacation time for such pay.

C. The University will provide direct human resources support in helping Residents and Fellows to coordinate their parental leave. Residents and Fellows will be given support in making up training time lost due to parental leave of absence so that the Resident or Fellow can complete their residency or fellowship program.