

ARTICLE 20 - LEAVES WITHOUT PAY

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20.4 Parental Leave

20.4.1 A parental leave (for maternity, paternity, or adoption, **or newly fostered children**) to a maximum of one (1) year shall be granted without compensation to an employee who is pregnant or has given birth to a child, who is taking care of a pregnant partner or newly born child, or who is engaged in an adoption, or establishment of an adoption relationship **or newly established foster child relationship**. ***Parental leave shall be inclusive of newly fostered children.***

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20.5 **Care for Parents.** Leaves for care for their own infirm parents, **step-parents, or grandparents** or those of their spouse **or domestic partner of any gender**, will be provided in the same manner as parental leaves in this Article. ***Parents shall be inclusive of grand, step, and in-law relationships for spouse or domestic partner of any gender.***

20.6 **Family Medical Leave.** Family medical leave shall be allowed in accordance with State and Federal statutes and relevant Oregon Bureau of Labor administrative regulations. The College shall comply with state and federal family medical leave guidelines concurrently in a manner that affords the employee the maximum allowable benefit of accrued leave and family medical leave. Note the definition of "immediate family" in Article 21.2.2. Faculty may use accrued sick leave consistent with the Oregon Family Medical Leave Act (OFLA) consistent with COPPS Procedure: Leaves With and Without Pay.

20.6.1 The College shall pick up the employee portion of the payroll deduction associated with the Oregon Paid Family and Medical Leave Insurance (PFMLI).

20.6.2 Employees may elect to use accrued sick leave or other paid leave balances to cover the portion of wages not paid by the Family and Medical Leave Insurance plan.

20.7 **Notice Regarding Leaves of Absence and PERS.** The employee is responsible for assessing the impact of any leave of absence plans on their PERS eligibility and status.