

MANAGEMENT COUNTER ARTICLE 20.8 PARENTAL LEAVE 6.25.26

The University reserves the right to withdraw, delete, add to, or otherwise modify any proposal throughout the collective bargaining process

20.8 Parental Leave

Commencing with the Effective Date of this Agreement, part-time Unionized Faculty members who are employed on a part-time semester by semester basis shall be eligible for up to three (3) weeks of paid leave ("Parental Leave"), and part-time Unionized Faculty members who either have a one (1) year part-time appointment or have status as Adjunct Instructors (as described in Section 25.4(B)(3) of this Agreement) shall be eligible for up to six (6) weeks of paid Parental Leave, and shall be eligible for a semester leave of absence without hiring penalty to the extent permitted by law, if the Unionized Faculty member has (i) given birth to a child, (ii) is a spouse or partner of a person who has given birth to a child, or (iii) has adopted a child or been placed with a foster child (in either case, the child must be age 17 or younger). These protections shall also apply to eligibility for any/all opportunities related, but not limited to, term of service, etc.

A part-time Unionized Faculty member who intends to take Parental Leave should notify their departmental chairperson at least thirty (30) days prior to the start of any such Parental Leave. The part-time Unionized Faculty member shall work with the departmental chairperson and other assigned faculty to cover the instructional needs of the part-time Unionized Faculty member during any such Parental Leave. The Unionized Faculty member, departmental chairperson, and ultimately the Dean of the College of Arts and Sciences or their designee are responsible for negotiating and documenting the Parental Leave schedule in accordance with this Section. The documentation regarding the Parental Leave should be sent to Faculty Administration, with a copy to Human Resources. The Parental Leave shall be reviewed by the Provost or their designee, and the Provost or their designee shall retain authority to approve any such Parental Leaves under this Section.

The fact that a multiple birth, adoption, or foster placement occurs (e.g., the birth of twins or adoption of siblings) does not increase the total amount of eligible Parental Leave. . In no case shall a part-time Unionized Faculty member receive more than three (3) or six (6) weeks of paid Parental Leave, as applicable, in a rolling 12-month period, regardless of whether more than one birth, adoption, and/or foster placement occurs within that 12-month period. Parental Leave must be taken in one continuous period of leave and a part-time Unionized Faculty must **take** Parental Leave **during the** 12-month period immediately following the birth, adoption, or foster placement of a child(ren). . If a University holiday occurs while the part-time Unionized Faculty member is on Parental Leave, such University holiday shall not extend the three (3) week or six (6) week total amount of eligible paid Parental Leave, as applicable.

Upon termination of the part-time Unionized Faculty member's employment at Loyola, the part-time Unionized Faculty member shall not be paid for any unused Parental Leave for which they were eligible.