

1 **Article Z- Family Leave and Policies**

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3 **Section 1- Family Leave**

4 All eligible Graduate Employees may take up to six months of paid family leave at 100% salary rate.

5 Qualifying events for this leave include the birth, adoption, or fostering of a child. This paid family leave

6 shall be compensated at 100% of the normal salary rate. To be eligible for paid family leave, a Graduate

7 Employee must be on a current appointment or have been on an appointment in the term immediately

8 prior to the leave of absence. Employing units will not unreasonably decrease or terminate the

9 assistantship of a Graduate Employee seeking family leave as a means of reducing the Graduate

10 Employee's access to family leave benefits. Graduate Employees who take paid family leave will be

11 guaranteed an appointment at or above the same FTE and funding amount upon their return.

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13 **Section 2- Drop-off Facilities**

14 Graduate Employees will be able to use any of the University's drop-off child-care facilities for up to five

15 hours at a time. The University will expand hours of operation for drop-off centers so that they are

16 available at all times that courses are in session on the Corvallis campus.