ARTICLE 19
PERSONAL, CHILD-REARING, VACATION,
PARENTAL AND MILITARY LEAVES

19.2.4 A tenure-track Faculty Member who is in the probationary period and who is the Primary Caregiver of a newly born infant or a newly adopted child under the age of seven (7) has substantial responsibility for the care of a newly born infant or a newly adopted child under the age of five may request an extension of the seven-year probationary period of up to one year for each event of birth or adoption provided that all time off the tenure clock totals no more than two years during the probationary period. Faculty adopting a child over the age of seven (7) may also qualify under this section, if the adoption qualifies for parental leave under Section 19.5. Granting of an extension of the tenure probationary period under this sub-section will act automatically to extend the term of the Faculty Member’s current appointment for the period of time equal to the extension. The request must be approved by the Academic Unit Head, Dean and Provost.

. . . . .

[The language below to be incorporated into Article 19.5 is new language in its entirety]

19.5 Paid Parental Leave (PPL)

19.5.1 Eligibility

Faculty Members are eligible for PPL upon (a) the birth of a Faculty Member’s child, (b) the placement within a Faculty Member’s home of a newly adopted child under the age of seven (7), or (c) the initiation of travel by a Faculty Member to take custody of an adopted child. A Faculty Member adopting a child over the age of seven (7) also qualifies for PPL if the adoption process requires such leave. Individuals adopting a spouse’s or partner’s already-born child(ren) are not eligible.

During the period of the PPL, the Faculty Member must be the Primary Caregiver for the child.
If both parents are Faculty Members, each may take PPL, but only one may be on such leave at a time.

### 19.5.2 Procedure

A Faculty Member intending to take PPL under this section must provide his/her Academic Unit Head with written notification, at least ninety (90) days in advance of the leave, or as soon as is practicable. Such notice shall include (a) the anticipated date of the birth or adoption of the child, (b) the length of PPL desired (up to 6 weeks), (c) the semester in which PPL will be taken, (d) whether teaching release is requested, and (e) a signed affidavit attesting to the fact that the Faculty Member will be the Primary Caregiver for the child during PPL.

The Academic Unit Head shall notify the Dean and the University Contract Administrator. PPL will run concurrently with leave under the Family and Medical Leave Act (FMLA), in cases where the Faculty Member is eligible for leave under the FMLA.

The Faculty Member will be required to provide appropriate medical documentation for the birth of a child. If the Faculty Member is eligible for leave under the FMLA, the medical certification requirements under FMLA will govern. The medical documentation will be completed and signed by the individual’s health care provider.

In cases of adoption, the Faculty Member will be required to furnish appropriate adoption documentation, such as a letter from an adoption agency, or from the attorney in cases of private adoption.

All medical information relating to PPLs, whether verbal or written, including FMLA medical documentation, shall be kept confidential. All medical documents including, but not limited to, medical statements and FMLA medical certifications must be maintained within University Health Services (UHS) in confidential, secure files separate from personnel files.

### 19.5.3 Benefit

Faculty Members eligible to utilize PPL may receive:
19.5.3.1 Full release from all duties for up to six (6) weeks which shall not be taken from sick leave or vacation leave, and which will run concurrently with FMLA leave; and

19.5.3.2 Release from specifically assigned teaching duties for the same academic semester during which the PPL is taken. All other duties are expected to continue during the semester of teaching release, except during the PPL time established in subsection 19.5.3.1. A Faculty Member receiving release from teaching responsibilities under this subsection shall not be required to carry more than a normal load before or after PPL.

A Faculty Member who is taking PPL under this section will be paid his/her base salary for the specified amount of time outlined in this policy. All benefits for which the Faculty Member is normally entitled shall remain in force during his/her PPL. The University will continue to pay its share of the cost of the Faculty Member’s group health insurance during a PPL. The Faculty Member’s share of the premium will be deducted from the Faculty Member’s pay in accordance with normal practice.

19.5.4 Relation to Sick Leave

In general, PPL is intended to be used in lieu of using sick leave for the birth or adoption of a child.

A Faculty Member may use accrued sick leave before the birth of a child, in accordance with Articles 17.3 and 17.6.

A Faculty Member may not use accrued sick leave or vacation days to extend the length of a PPL at the conclusion of the PPL without complying with applicable University policies. In such cases, any additional necessary time off from work will be subject to other leave provisions in this Agreement.

19.5.5 Timing

As PPL is intended to be used in lieu of using sick leave for the birth or adoption of a child, it is expected that PPL will be taken as soon as possible after the birth or adoption. PPL is to be taken in the semester of the birth or adoption or in the immediate next primary semester (or immediate next semester for 12-month faculty). Faculty Members shall
schedule PPL with input from the Unit Head regarding the needs of the individual unit.

PPL must be completed within six (6) months after the birth of a child or the placement of a child for adoption. In the case of a dual-faculty couple (both employed at UC and both members of the bargaining unit), PPL must be completed within 12 months of birth. The number of children involved in a given birth or adoption shall not increase the length of PPL granted for that event.

PPL time may not be taken intermittently. If an official University holiday occurs during the Faculty Member’s PPL the Faculty Member will receive holiday pay in lieu of a PPL day; this does not extend the length of the PPL.

19.5.6 Relation to Tenure-Track Probationary Period and RPT

A tenure-track Faculty Member who takes a PPL under this section may request an extension of the seven-year probationary period in accordance with Article 19.2.4.

A Faculty Member who has taken a PPL and is applying for reappointment, promotion or tenure is subject to the same RPT criteria (established per Article 7.3.2) as other Faculty Members in her/his Academic Unit. The Faculty Member’s use of a PPL shall not factor into the reviewers’ deliberations and recommendations in the RPT process.

ARTICLE 17
SICK LEAVE

[Changes related to proposal for paid Parental Leave (Article 19.5)]

17.6 Disability or illness caused or contributed to by pregnancy, miscarriage, abortion, childbirth or recovery therefrom shall be treated as any other illness or disability. Accumulated sick-leave days may also be used for normal childbirth. Just prior to initiation of use of sick-leave for childbirth and recovery, the Bargaining Unit member shall provide to the Academic Unit Head in writing from her physician the expected date of delivery. If the use of accrued sick-leave days
for childbirth exceeds ten (10) calendar weeks, the Academic Unit Head may request that the Bargaining Unit member provide a note from her attending physician specifying the probable date of return.

---

**DEFINITIONS**

**PRIMARY CAREGIVER** shall mean someone who has primary responsibility for the care of a child following the birth or the coming of the child into the custody, care and control of the parent for the first time. This definition applies to both births and adoptions.

---

For University of Cincinnati
J. Matthew Serra
Vice Provost 12/12/14

For AAUP-UC Chapter
Deborah M. Herman
Executive Director 12/11/14

Amber Peplow, Asst. Professor
Committee Member 12/11/14

Sandra Sperino, Professor
Committee Member 12/2/14