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Beginning Nov. 1, paid parental leave expands to include classified staff [1]

November 2, 2018 by Employee Services [2]

Classified staff will be eligible to take 160 hours of paid parental leave, beginning Nov. 1. Eligible employees can take four consecutive weeks of paid leave within one year of the birth, adoption or foster placement of a child.

Parental leave policies have not changed for nine-month faculty.

Here are the basics:

Classified staff may take 13 weeks of unpaid family medical leave, as governed by State of Colorado Personnel rules, receiving pay using a combination of paid parental leave, vacation, sick leave and - in cases of birth parents only – short-term disability.

These employees must have worked for 12 consecutive months in a 50 percent or greater appointment prior to the child's arrival to qualify for paid parental leave. Paid parental leave must be taken as part of the Family Medical Leave Act (FMLA).

Paid parental leave will be based on an employee's base salary and has no cash value if the employee is terminated or leaves the university. It is prorated for percent of time appointments; for example, an employee who works 32 hours weekly would receive 128 hours of leave.

Who to contact

Campus Human Resources offices will administer all aspects of the policy, and should be contacted with questions.

- CU Boulder [3]: 303-492-6475, option 0
- UCCS [4]: 719-255-3372 or HRhelp@uccs.edu [5]
- CU Denver & Anschutz Medical Campus: [6] HR.ParentalLeave@ucdenver.edu [7]
- CU System [8]: 303-860-4200, option 0 or email systemhr@cu.edu [9]

Full details on the policy are available on the Office of Policy and Efficiency's website [10]. Click "Draft PDF" to see the revised policy.

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