AGREEMENT BETWEEN THE BOARD OF TRUSTEES, THE UNIVERSITY OF MASSACHUSETTS TEAMSTERS LOCAL UNION NO. 25, INTERNATIONAL BROTHERHOOD OF TEAMSTERS DATED July 1, 2006 – June 30, 2008

Teamsters Local 25 Child, Birth, Maternity and Parental Leave

Section 7. Child Birth and Maternity Leave

 A. A full-time female employee who has completed her probationary period, or if there is no such probationary period, has been employed for at least three (3) consecutive months, and who is absent from her employment with the Commonwealth for a period not exceeding eight (8) weeks for the purpose of giving birth shall be granted a maternity leave without pay if her request for such leave is made to the University at least two (2) weeks in advance of the anticipated date of departure. If an employee has accrued sick leave or vacation credits at the commencement of her maternity leave, she may use such leave credits for which she may be eligible under the sick leave or vacation provisions of the Agreement.

 B. At the expiration of the maternity leave, the employee will be restored to her previous position or similar position with the same status, pay, and length of service credit as of the date of her leave. If during the period of the leave, employees in the same or similar positions in the department have been laid off through no fault of their own, the employee will be extended the same rights or benefits, if any, extended to employees of equal length of service in the same or similar positions in the department.

C. Notwithstanding any other provision of this agreement to the contrary, the maternity leave granted under this Article shall not affect the employee’s right to receive any contractual benefits for which she was eligible at the time of her leave.

If, upon request of an employee, the University grants a leave beyond eight (8) weeks, such leave shall be considered a regular leave of absence without pay. The period of such unpaid leave shall not be included in any computation of contractual benefits, rights, or advantages.

Section 8. Parental Leave

 Upon written application to the University, including a statement of any reasons, any employee who has completed any applicable probationary period and who has been employed at least three (3) consecutive months and who has given at least two (2) weeks prior notice of his/her anticipated date of departure and who has given notice of his/her intention to return, may be granted parental or adoptive leave for a period not exceeding two (2) weeks. Such leave shall be without pay for such period. The purpose for which an employee may submit his/her application for such unpaid leave shall be limited to the need to care for, or to make arrangements for the care of, a minor dependent child of the employee, whether or not the child is the natural, adopted or stepchild of such employee.