

ASE LEAVES (Article 17)

TYPE OF LEAVE	Salaried ASE	Hourly ASE	LENGTH OF LEAVE ALLOWABLE (No leave can continue beyond the end date of the ASE's appt.)
SHORT-TERM FAMILY-RELATED LEAVE			
a. personal illness and/or disability	Paid	Unpaid	≥ 3 days for 50% appt (prorated for under 50%); unpaid leave beyond 3 days is at hiring unit's discretion
b. birth, adoption, or care of a child or family member* (See also LONG-TERM FAMILY-RELATED LEAVE)	Paid	Unpaid	≥ 3 days for 50% appt (prorated for under 50%); unpaid leave beyond 3 days is at hiring unit's discretion
c. family emergencies*	Paid	Unpaid	≥ 3 days for 50% appt (prorated for under 50%); unpaid leave beyond 3 days is at hiring unit's discretion
LONG-TERM FAMILY-RELATED LEAVE			
Upon reasonable request, leaves below should be requested at least thirty (30) days in advance of the start date of the leave.			The leaves described below may be combined for a maximum of four (4) weeks of leave during the academic year.
a. Childbearing or related medical conditions for the period prior to, during, and after childbirth	Paid	Unpaid	≥ 4 weeks by UAW contract (≥ 6 weeks by UCB policy)
b. Other Leave 1) serious health condition of the ASE or the ASE's family member* 2) care and bonding with an ASE's newborn or newly adopted child	Paid Paid	Unpaid Unpaid	≥ 2 weeks ≥ 2 weeks
BEREAVEMENT Leave due to the death of a family member* per occurrence	Paid†	Unpaid	≥ 3 days (unpaid leave beyond 3 days at hiring unit's discretion)
JURY DUTY	Paid†	Paid†	
MILITARY LEAVE	Paid	Paid	Leave from their current positions to fulfill their military obligations

* Family as defined by the Family and Medical Leave Act (FMLA): one's mother, father, sister, brother, parent-in-law, spouse, domestic partner, parent of domestic partner, grandparent, grandchild, child, step or foster child (including children of domestic partner).

† Paid leave pertains only to those days the employee was previously scheduled to work