

Addendum Table 1—Summary of Provisions: Tuition

Unit Type	Contract	Eligible family members	What is paid for	Limitations
4/FT/Public	University of Alaska	Spouse, domestic partner, children <24	Tuition	None mentioned
2/FT/Public	Alaska Community Colleges	Spouse, domestic partner, children <24	Tuition	None mentioned
4/PT/Public	University of Alaska, Adjuncts	Spouse, children <24	Tuition	3 credits per term.
4/FT/Private	University of San Francisco	Spouse, dependent children of employee or tenured faculty who die or are fully disabled.	Tuition	None mentioned
4/FT/Public	California State University	Spouse, domestic partner, children if employee is tenured, probationary, temporary with 6 or more years full time equivalent service.	Fees	In degree program, space available basis, maximum 2 courses per term.
4/FT/Public	University of Connecticut, Faculty	Spouse, dependent children	Tuition	Children only in undergrad degree program, spouse in a degree program, non-lab courses, space available basis.
2/FT/Public	Connecticut Community Technical Colleges	Spouse, dependent children	Tuition and fees for all colleges in system.	For non-credit and extension, space-available basis only. Management controls application of waivers. Provisions sunset with expiration of agreement.
4/FT/Public	Florida International University	Spouse, dependent children <25	Tuition and fees	Combined maximum 6 hrs per term; "on same terms as such courses are available to out of unit employees."
2/FT/Public	Hillsborough Community College	?	?	"To the maximum extent allowed in accordance with the Rules of the State Board of Education."
2/4/FT/Public	University of Hawaii	Spouse, domestic partner of employees at least .50 FTE.	Tuition	Space available basis, max 6 hrs., excludes certain courses.
2/PT/Public	City Colleges of Chicago, Adjunct Faculty	Legal dependent of employee after work 3 consecutive semesters	Tuition	One course per year, used in current or next term only.
2/FT/Public	Elgin Community College	Spouse, dependent children <26 of full-time faculty.	Tuition	Must receive C/pass or better grade.
4/FT/Public	Governors State University	Survivor benefits only, for spouse or dependent children.	Tuition and fees	Undergraduate only.
2/FT/Public	Rock Valley College	Spouse, dependent children <23, and family of deceased/disabled faculty, some benefits for family of retired faculty (space available basis)	Tuition	None mentioned
2/FT/Public	Sauk Valley Community College, Faculty	Spouse, children <23 of full-time faculty. Same for family of deceased employee.	Tuition	None mentioned
2/PT/Public	Sauk Valley Community College, Adjunct Faculty	Spouse, children <23	Tuition	Max. is number credits taught in a term, used in current or next 2 terms.
2/FT/Public	Northwest Iowa Community College	Benefits prorated for part-time employees. Dependents as defined by IRS, and same for deceased or permanently disabled employees	Tuition	Credit courses only.
4/FT/Public	University of Massachusetts, Lowell	Spouse, dependent children <26, or active or deceased/disabled faculty.	Tuition	Must be in degree program or "regular program of continuing education." Reciprocity with other state public higher education institutions but many restrictions.
2/FT/Public	Alpena Community College	Spouse, single dependent children of active or emeritus employees; single dependent children of laid-off employees subject to recall.	Tuition	Max. 16 contact hours per year.

Addendum Table 1—Summary of Provisions: Tuition (continued)

Unit Type	Contract	Eligible family members	What is paid for	Limitations
4/FT/Public	Ferris State University	Spouse, dependent children <25, 30 percent waiver or transfer employee's 8 hrs. per term.	Tuition	Maximum 60 percent waiver or 16 credit hours transfer.
4/FT/Public	Western Michigan University	50 percent discount for spouse and dependent; can have designee instead of spouse, but benefit becomes taxable income.	Tuition and fees	Lifetime max. 130 credit hours, undergraduate only.
4/FT/Private	University of Detroit-Mercy	Spouse, dependent children.	For spouse, tuition and fees, undergraduate, 75 percent paid for masters level. Dependent children, undergrad tuition grants, 75 percent for masters level.	Degree programs.
4/FT/Public	University of Montana, Faculty	Spouse, dependent single children <24. Employee must be permanent and 0.75 FTE or greater for 5 or more consecutive years.	50 percent tuition	Only one dependent per term. Only degree programs, undergraduate.
2/FT/Public	Camden County College	Spouse, domestic partner, dependent children, and dependent of children of full-time faculty who dies while employed	Tuition and fees for active employees, tuition only for those of deceased employee.	With approval of Dean.
4/FT/Private	Hofstra University	After 4 years continuous employment, full-time, dependent children get full tuition, prorated if lesser years of service. Same for deceased or disabled employees after 4 semesters service. Spouse, dependent children of adjunct faculty get 1 course per term, up to 4 courses after 30 terms.	Tuition	Years of service restrictions.
4/FT/Private	Cooper Union	Dependent children after 2 years of full-time employment.	Tuition at any accredited undergrad institution, plus loans for those in graduate programs.	Maximums on tuition (\$6,000) and loans (\$4,500).
4/FT/Public	Youngstown State University	Spouse, dependent children <25, active, disabled, retired, deceased employees. Surviving spouse only as long as single.	Instructional fees.	Marital status for surviving spouse.
2/FT/Public	Terra Community College	Spouse, dependent children	Tuition	Credit courses only.
2/PT/Public	Mt. Hood Community College, Adjunct Faculty	\$250 each term worked can be assigned to employee's 'immediate family.'	Tuition for credit courses, fees for non-credit.	Only term worked or next term.
2/FT/Public	Treasure Valley Community College	Spouse, dependent children	Tuition or fees.	None mentioned
2/FT/Public	Community College of Philadelphia	Spouse and children, active employee or within 5 years of death for deceased employee's family.	Tuition and fees.	None mentioned
2/PT/Public	Community College of Philadelphia, Adjunct Faculty	For certain employees in unit only (visiting lecturers, e.g.) get same benefits as in full-time faculty unit, but with restrictions	Tuition and fees.	Max. 2 courses per term.
2/FT/Public	Reading Area Community College	Spouse and dependents, active employee or retired.	Tuition	None mentioned

Addendum Table 1—Summary of Provisions: Tuition (continued)

Unit Type	Contract	Eligible family members	What is paid for	Limitations
2/FT/Public	Lehigh Carbon Community College	Spouse and legal dependents of full-time faculty.	Tuition	Credit courses only, for community service courses space available basis only.
2/FT/Public	Community College of Rhode Island	Dependents. For those of deceased employees, must have had 7 years full time service, and more restrictions.	Tuition	Undergraduate credit courses only. For family of deceased employee, child must be unmarried and <21 when starting and continue as a full-time student thereafter, and be legally dependent.
4/FT/Public	University of Rhode Island	Spouse, children, domestic partners, family of deceased employee with 7 or more years service.	Tuition	Community College of Rhode Island and Rhode Island College, when the eligible spouses, children or domestic partners pursue courses for credits at the baccalaureate level in a regular study program.
4/FT/Public	Vermont State Colleges	Spouse, dependent children; also for disabled, retired, or deceased employees with at least 5 years service.	Tuition	For family of retired, disabled, deceased employee, only until the completion of his/her undergraduate degree, or up to a limit of 150 credits.

FT=full-time or combined full-time/part-time unit.

PT=part-time faculty unit.

ESP=education support professional.

Addendum Table 2—Summary of Provisions: Leaves

Unit Type	Contract	Parental leave—paid	Parental leave—unpaid	Paid Sick leave— Used for family illness/medical care?	Bereavement leave	Use sick leave pool/shared leave for family illness?	Other notable provisions
4/FT/Public	University of Alaska	Can use sick leave for childbirth by employee or spouse adoption or placement of foster child.	After paid, per FMLA and Alaska Maternity and Family Leave Act.	Spouse, domestic partner, dependent children; use for emergency care for immediate family members.	Can use sick leave up to 5 days for immediate family, 1 day otherwise.	?	May request that unpaid leave does not count in years toward tenure
2/FT/Public	Alaska Community Colleges	Can use sick leave for childbirth by employee or spouse adoption or placement of foster child.	After paid, per FMLA and Alaska Maternity and Family Leave Act. Maximum of 24 weeks, extension from 18-24 weeks at discretion of supervisor.	“Qualifying events” of immediate family, including parents, grandparents, siblings of employee or spouse, as well as spouse and children.	Can use sick leave up to 5 days for immediate family, 1 day otherwise.	?	All employees eligible for 18 weeks sick leave paid or unpaid during calendar year. For 2nd leave must have worked at least 1,250 hours in prior calendar year.
4/PT/Public	University of Alaska, Adjuncts	None	None	None	None	NA	
4/FT/Private	University of San Francisco	Sick leave and disability leave for 4 weeks prior to expected delivery date and 6 weeks after birth.	Up to one year combined with paid.	None	Up to 3 days for immediate family (includes spouse, child, sibling, parent, grandparent).	NA	With written agreement can specify whether maternity leave counted toward tenure, rank, salary years.
2/FT/Public	Los Angeles Community College District	Use sick leave for temporary disability, based on ability to perform assigned duties. Up to 20 days for birth of a child, adoption of infant. Can also use personal leave.	For birth of child or arrival of adopted infant.	When required to care for spouse, domestic partner, child, parent, others due to illness or injury. Can also use personal leave.	Up to 5 days for immediate family, usually 3 days.	No	Extended illness pay at 50 percent pay when exhaust accrued leave.
4/FT/Public	Desert Community College—Full-time unit	Pregnancy disability leave, runs concurrent with FMLA period for determining max.	Max 12 weeks in 12 month period for birth of child, placement of child for adoption or foster care.	Not addressed.	Up to 5 days for immediate family, usually 3 days.	NA	After pregnancy disability leave must submit physician statement of fitness to return.
2/PT/Public	Desert Community College adjuncts	Can use personal leave.	Eligible if worked in a paid status during the 12 months prior to beginning leave.	Can use half of leave for illness or injury of parent, child or spouse. Can also use personal leave.	Up to 5 days for immediate family, usually 3 days.	NA	
4/GAs/Public	University of California, Academic Student Employees	As required by law.	Eligible for leave or modified duties due to pregnancy or birth. Does not continue past end date of appointment.	At discretion of university or as required by law.	None	NA	
2/FT/Public	Cabrillo Community College	Pregnancy disability leave out of sick leave.	After use sick leave for pregnancy or birth, or for child bearing preparation and child rearing, up to 12 months, with extension possible for another 12 months.	Only for catastrophic illness or injury of family member. Can use personal leave.	Up to 5 days not deducted from sick leave for immediate family (includes parents, grandparents, grandchildren, spouse, domestic partner, spouses, children, other close relatives).	Yes, for catastrophic illness only.	
2/PT/Public	Allan Hancock College, Part-time Faculty	Paid personal leave that has been earned (very limited) can be used for mother or father for birth or adoption.	Not mentioned	Can use up to sick leave earned in 6 month period for illness or injury of parent, spouse or domestic partner or child.	Up to 5 days, not charged against sick leave. Additional days can be requested and charged against personal leave. Immediate family includes parents, grandparents, grandchildren, siblings, etc. or any relative in household.	NA	

Addendum Table 2—Summary of Provisions: Leaves (continued)

Unit Type	Contract	Parental leave—paid	Parental leave—unpaid	Paid Sick leave— Used for family illness/medical care?	Bereavement leave	Use sick leave pool/shared leave for family illness?	Other notable provisions
4/FT/Public	California State University	May use sick leave during period of unpaid parental leave. Also have 30 days paid maternity/paternity leave for birth, adoption or foster care.	Up to 12 months for tenured faculty. Extensions at discretion of management. Taken within 1 year of birth unless for serious illness of infant. Pregnancy disability leave up to 4 months, and can then request 12 additional weeks of family care or medical leave for female employees. Runs concurrent with 12 months for tenured faculty.	For illness/injury of immediate family, death of immediate family member, or extension of maternity/paternity leave.	Up to 5 days, broad definition of immediate family, including domestic partners.	Yes—if necessary for employee to care for immediate family member with catastrophic illness or injury.	
4/FT/Private	San Francisco Art Institute	None	Maternity leave up to 6 months. Parental leave up to 3 months for newborn, adoption, foster care.	Up to 3 months unpaid. Cannot use paid sick leave.	Up to 5 days for death of spouse, child, sibling, parent, grandparent, domestic partner.	NA	For 3 months of maternity or family leave, management pays group benefits.
2/FT/Public	Connecticut Community Technical Colleges	Maternity—can use sick leave, or vacation leave.	Up to 2 years after 1 year service "may be granted."	Sick leave only for critical illness or severe injury in immediate family or household, up to 5 working days per year. Also 24 weeks unpaid leave in 2 yr. period, only for spouse, parent or child, after 6 months service.	Up to 5 days from special leave, charged to sick leave.	NA	Paid health insurance during parental or family leave.
4/FT/Public	Florida Atlantic University	None	Up to 6 months for birth, adoption or foster care.	May use for illness or injury in "reasonable amounts."	May use "reasonable amount" of sick leave.	NA	Tenure credit for parental leave of absence, only by mutual agreement. May also have reduced work schedule.
4/FT/Public	Florida International University	Full pay for fall or spring semester or 0.33 FTE for summer, not to exceed 6 months, when employee or same-sex domestic partner becomes biological parent, or for adoption (not foster care). Also can use sick leave for pregnancy disability.	480 hours within 12 month period, expiring one year after birth or placement for adoption or foster care. May require to use up paid leave first.	May use for illness or injury of member of immediate family, at the discretion of the supervisor. Family includes spouse, domestic partner, grandparents, parents, siblings, grandchildren, etc.	May use "reasonable amount" of sick leave in addition to bereavement leave	NA	Time on any leave more than 20 days not counted toward tenure unless by mutual agreement.
2/FT/Public	Hillsborough Community College	May use sick leave for both pregnancy disability and child-rearing.	After exhausting sick leave, FMLA leave.	May request use of sick leave for illness, injury or death of immediate family member or member of household. May also use personal leave days.	May use sick leave.	No	
2/4/FT/Public	University of Hawaii	May use sick leave or vacation for family leave.	After exhausting sick/annual leave, FMLA leave.	Not addressed.	3-5 (5 if outside Hawaii) days. 3 not deducted from other leave, 2 either from annual leave or extending end of academic year by 2 days.	No	

Addendum Table 2—Summary of Provisions: Leaves (continued)

Unit Type	Contract	Parental leave—paid	Parental leave—unpaid	Paid Sick leave— Used for family illness/medical care?	Bereavement leave	Use sick leave pool/shared leave for family illness?	Other notable provisions
4/FT/Public	Governors State University	May use up to 20 days earned sick leave per academic year for parental leave for birth or adoption of child.	Not addressed	Up to 5 days per academic year due to illness or injury of parent, child, domestic partner. May use more if approved.	Up to 5 days. May use sick leave or annual leave after that.	NA	
2/FT/Public	Carl Sandburg College, Faculty and ESP	May use up to 3 days paid leave per pregnancy of member or spouse. Can also use sick leave when not able to work before or after delivery.	Per FMLA, after paid leave.	After 3 days family emergency leave may use sick leave for serious illness of spouse, child, parent, sibling, relative in household, with prior approval of supervisor.	3 days for family emergency leave for death of immediate family member (spouse, child, parent, sibling or in household). More of sick leave if needed.	No	
2/FT/Public	Rock Valley College	Disability due to pregnancy treated like any other health condition. May use sick leave, maximum of 6 weeks after delivery.	Per FMLA. Spouses employed by college jointly entitled to combined total of 12 work-weeks for birth or placement of child.	For serious health condition in immediate family or household.	May use sick leave.	No	May request intermittent FMLA or reduced work schedule when necessary for medical treatment or recovery, or care of family member.
2/FT/Public	Sauk Valley Faculty	Use sick leave for pregnancy disability/delivery.	Entitled to leave of absence not to exceed one academic year, making effort to have leaves terminate just before start of new academic year.	May use up to 10 days per year for sickness in family.	May use up to 10 days per year for bereavement.	NA	
4/FT/Grad Employees	University of Illinois, Grad Employees	Eligible for up to 2 weeks without loss of pay immediately following birth of child or adoption of child.	After paid leave, remainder of 12 week FMLA entitlement if FMLA eligible.	Subject to university policies on use of sick leave.	Up to 3 days paid leave for immediate family, domestic partner, or household member, including grandchildren, grandparents, one day for other relative.	NA	
4/FT/Grad Employees	University of Iowa Graduate Employees	May use sick leave for parental leave including birth and adoption.	Not addressed	May use sick leave for care of ill or injured members of immediate family.	May use up to 3 days for immediate family, broadly defined.	NA	Department may grant additional paid leave if employee able to meet overall time and effort requirement over full term of appointment.
2/FT/Public	Northwest Iowa Community College	Up to 5 days per year, not out of sick leave, if confined to hospital or similar.	Not addressed	Up to 5 days not out of sick leave, for serious illness of family member, broadly defined.	Up to 5 days for one event, 6 days per year if multiple in one year, family broadly defined.	NA	
4/FT/Public	University of Massachusetts, Lowell	May use sick leave for pregnancy disability, childbirth recovery. Also may have a one semester paid leave, using up sick leave in that semester, for birth or adoption of child under 5 years of age. May draw on sick leave bank if don't have enough sick leave.	After 3 months employment, with 2 weeks notice, eligible for up to 8 weeks for giving birth. May require that it terminate with end of term.	For serious illness of spouse, child, domestic partner, parent or person in household.	Up to 4 days for spouse, child, sibling, parent or household member, 2 days for grandparents, grandchildren, great grandparents.	No	May delay tenure date one year, at employee's discretion.
4/FT/Public	Davenport University	Pregnancy treated like any other disability.	One year or until end of semester in which leave expires.	Not addressed.	Up to 4 days full pay for parent, siblings, spouse, grandparents, children, member of household. One day for other relatives.	NA	

Addendum Table 2—Summary of Provisions: Leaves (continued)

Unit Type	Contract	Parental leave—paid	Parental leave—unpaid	Paid Sick leave— Used for family illness/medical care?	Bereavement leave	Use sick leave pool/shared leave for family illness?	Other notable provisions
4/FT/Public	Ferris State University	May use up to 5 days sick leave as result of birth or adoption.	Implies per FMLA.	May use up to 5 days for illness of spouse, or child. May use another 3 days for parent with approval. Max 15 days per fiscal year.	Up to 4 days for spouse, child, parent, sibling, grandparent, grandchild, member of household; two days for others.	No	
4/FT/Public	Western Michigan University	Must use annual leave as part of 12 weeks FMLA leave. May use up to 30 days in rolling year.	Eligible for FMLA if employed for one academic year during prior 12 months and 1,200 hours during 12 months before request for leave or beginning of leave, whichever comes first. Can use up to 12 weeks for birth, placement of child for adoption or foster care.	May use up to 5 days for academic year faculty, 8 for fiscal year faculty for family member's illness or medical appointments if family member resides in household. Up to 30 days for care of spouse, child or parent with serious health condition who resides in household.	Up to 5 days for spouse, children, parents, grandparents, grandchildren, siblings.	NA	May stop tenure clock for no more than two one-year periods. Spouses eligible only for 12 weeks FMLA combined, for birth/care of child, but can each use 12 for family illness.
4/FT/Public	University of Montana, Faculty	Pregnancy and birth treated like other temporary disabilities and may use sick leave, personal leave, annual leave for care of newly born or adopted children.	Up to one year "extraordinary uncompensated leaves" can be used for maternity and child care.	May use up to 5 days sick leave for illness or injury of immediate family member.	Up to 5 days for spouse, children, parents, siblings and household dependents, charged against sick leave.	NA	
4/FT/Public	Nebraska State College	May use sick leave for pregnancy, child-birth and recovery.	With one year service and worked at least 1,250 hours in past 12 months, entitled to FMLA leave.	May use sick leave for illness of family member in household, and up to 10 days in academic year for serious illness of family member who does not reside with faculty member, including child, legal ward, parent, spouse's parent.	Up to 5 days each academic year for death in immediate family, broadly defined.	No	Pay board contribution to life and health insurance premiums during FMLA leave. Only one parent may elect FMLA.
2/FT/Public	Camden County College	May use sick leave for pregnancy, birth, recovery.	May apply for and will be granted unpaid child rearing leave for child under 60 days of age, of employee or domestic partner, with leave until beginning of the next semester. Can request subsequent one or two semesters leave. Will comply with FMLA.	At discretion of college president, may allow additional paid leave beyond sick leave for illness of family member in household.	Up to 5 days for each death of family members, including parent, siblings, spouse, children, grandchildren and members of household. One day otherwise.		
4/FT/Private	Hofstra University	Up to 6 weeks of paid maternity leave.	Maternity: After 6 weeks may take general leave, keeping full paid benefits, for remainder of semester. Parental: may take full or partial general leave of up to 9 credits during semester in which birth or adoption occurs. Retain full benefits. If have 3 years of service, may take leave up to 1 year. May retain some paid benefits.	Not addressed.	Not addressed	NA	May stop tenure clock for general leave.
4/FT/Public	State University of New York	May use sick leave for pregnancy, birth, recovery.	Parents entitled to 7 months of leave for child care following date of delivery or adoption under Domestic Relations Law. This includes any disability period.	Not addressed.	Not addressed	NA	President may grant additional full or partial pay sick leave. Spouses must share 7 months of child care leave.

Addendum Table 2—Summary of Provisions: Leaves (continued)

Unit Type	Contract	Parental leave—paid	Parental leave—unpaid	Paid Sick leave— Used for family illness/medical care?	Bereavement leave	Use sick leave pool/shared leave for family illness?	Other notable provisions
4/FT/Public	University of Cincinnati	May use sick leave for pregnancy, birth, recovery.	May request personal leave for family needs, up to 1 year, with option of partial leave. May request extension to 2nd year.	May be used for illness, injury of immediate family.	May use sick leave for death in immediate family.	NA	Paid benefits during child care leave for one quarter (10 weeks). May stop tenure clock for 1 year per birth/adoption, max 2 years.
4/FT/Public	Youngstown State University	May use sick leave for pregnancy, birth, recovery.	Biological mother and father can request leave for remainder of current academic term and following academic term, for child care. Same for adoption of foster care placement.	May be used for illness, injury of immediate family including domestic partner.	May use sick leave for death in immediate family or domestic partner.	NA	Insurance benefits maintained.
2/FT/Public	Terra Community College	Maternity leave—paid or unpaid—must be used in 4 weeks prior to anticipated birth or 6 weeks after. Can also use for disability due to pregnancy.	Not addressed	May be used for illness, injury of immediate family.	Up to 3 days leave for death of immediate family, broadly defined.	NA	
2/PT/Public	Mt. Hood Community College, Regular Faculty	Not addressed.	Maximum of 1 year.	Only for personal illness. Do have 3 days emergency/ personal business leave annually that can be used.	Not addressed	NA	
2/FT/Public	Treasure Valley Community College	May use sick leave for disability due to pregnancy or maternity.	Shall be granted in accordance with current state and federal parental and family medical leave laws.	Can be used for immediate family illness if employee's presence is required.	Up to 3 days leave for death of immediate family, broadly defined. Additional 6 out of sick leave if needed.	No	
2/FT/Public	Community College of Philadelphia	Not addressed.	After 2 semesters employment may be granted leave of absence for up to 2 semesters following birth, adoption, or foster placement. Can be extended at management discretion.	Not addressed.	Up to 5 days for spouse, child, parent, sibling, up to 3 for in-laws, grandparents, member of household.	NA	
2/PT/Public	Community College of Philadelphia, Adjunct Faculty	Limited amount of sick leave available.	May be granted leave of absence for up to 2 semesters following birth, adoption, or foster placement. Can be extended at management discretion.	No.	Not addressed	NA	
2/FT/Public	Reading Area Community College	Sick leave for disability.	After 1 year, leave to care for child under 6 years of age, with benefits.	No.	Not addressed	No	Pay up to \$2,000 adoption fees per adoptive child.
2/FT/Public	Lehigh Carbon Community College	Sick/disability insurance benefits.	After 1 year, leave to care for child under 6 years of age, with benefits.	No	Ranging from 1 to 5 days based on degree of relationship.		Benefits paid on parental or family care leave for first 12 weeks.
2/FT/Public	Community College of Rhode Island	May be allowed to use sick leave for maternity purposes.	General leave of absence without pay may be granted. No specific mention of parental leave.	No	Up to 4 days not charged to sick leave for death of spouse, child, parent, sibling. Additional days from sick leave.	No	Can borrow sick leave.

Addendum Table 2—Summary of Provisions: Leaves (continued)

Unit Type	Contract	Parental leave—paid	Parental leave—unpaid	Paid Sick leave— Used for family illness/medical care?	Bereavement leave	Use sick leave pool/shared leave for family illness?	Other notable provisions
4/FT/Public	University of Rhode Island	May use sick leave for child bearing. After 1 year of service granted 6 weeks of paid parental leave at birth of child or placement of adopted child under 12.	Leave of absence, in the event of pregnancy, for up to 6 months leave. Continuing faculty may have parental leave for birth of child or placement of child 16 years or less for adoption.	May use for illness of child, spouse, domestic partner, parent.	May use up to 4 days sick leave for death of child, spouse, parent, sibling, grandparent, grandchild, person in household.	NA	Can borrow sick leave. Can request reduced workload, and if at least half-time health benefits still paid by employer.
4/FT/Public	Vermont State Colleges	May use up to 6 weeks of earned sick leave for parental or family leave as defined by statute.	As long as not given notice of non-renewal. Guaranteed leave of absence if have 5 years continuous service. Otherwise at discretion of mgmt. No specific reference to parental leave, though other language refers to statute.	Refers to use for family leave as defined by statute.	Up to 5 days for death of spouse, child, domestic partner. 3 days for other immediate family members.	No	Insurance benefits maintained up to 2 years of leave of absence.
2/FT/Public	Central Washington University	Get up to 2 weeks for disability under short term sick leave provision. After that provisions differ for short term disability leave (paid) for non-tenure track faculty, probationary faculty and tenured faculty. Max is 12 weeks per academic year.	After 1 year or 1,250 hours, permitted up to 12 weeks FMLA for care of newborn, foster, or adopted child, used within 12 months of event. Must use sick or disability leave as part of period. May take unpaid leave for maternity-related disability.	May use for need to care for child under 18 or for spouse, domestic partner, parent or grandparent with serious health condition of emergency conditions.	Up to 10 days for spouse, domestic partner, child, parent, sibling, grandchild or grandparent, 1 day for other.		Paid benefits during 12 weeks FMLA leave.
2/FT/Public	Tacoma Community College	No specific mention of use of sick leave, but implied.	If meet FMLA criteria, up to 12 weeks leave. May request additional.	May use for "emergencies"	Up to 5 days (1 week for part-time) for child, spouse, domestic partner, parent, sibling, grandparent. Out of sick leave; may request additional.	Yes, for extraordinary or severe illness, injury, impairment, condition.	May take reduced schedule FMLA leave. Probationary period extended during leave.
2/FT/Public	Yakima Valley Community College	May use accrued leave.	Maximum 4 months including FMLA and accrued leave unless additional time granted by employer.	May use for emergency child care (up to 3 days per year), for care of child or family member requiring care or to make arrangements for extended care.	May use sick leave for making arrangements for funeral, for condolence or bereavement. No mention of maximum. In addition get 1 day of bereavement leave per death of family or household member. May extend up to 3 days with permission.	Yes	

FT=full-time or combined full-time/part-time unit.

PT=part-time faculty unit.

ESP=education support professional.

Addendum Table 3—Summary of Provisions: Health Benefits Reductions

Unit Type	Contract	For those hired before a given date	For those hired on or after a given date	Other changes noted
2/ESP/Public	Allan Hancock College, Classified	Retiree insurance paid between ages 55 and 65 with at least 20 years service	Retiree insurance paid between ages 60 and 65 with at least 25 years service	
2/ESP/Public	Yuba College, ESP	“Premier Plus” plan for current employees. Retirees with 20+ years continuous service get Premier Plus plan until reach Medicare age, then must enroll in Medicare A&B and go into Standard plan, fully paid by district. Also covers dependents.	“Premier” plan for current employees. Retirees with 20+ years continuous service get \$1,000 per year toward health insurance, must enroll in Medicare A&B and continue to get \$1,000.	
2/FT/Public	South Suburban College			Flex dollars for payment of insurance premiums, increasing some each year, but any costs above borne by faculty member.
4/ESP/Public	Ferris State University, AFSCME			Move from “Flex II High Health Care Plan” with 2 tier prescription benefit to PPO plan with 3 tier prescription benefit.
4/FT/Private	Hofstra University	Indemnity plan available	Must choose HMO or point-of-service plan.	
2/FT/Public	Council of New Jersey State College Locals	Eligible for traditional indemnity plan.	Must choose managed care/point of service plan.	For those in indemnity plan, must pay 25 percent cost of premium, with increase in deductible from \$100 to \$250. State no longer reimburses active employees or their spouses for Medicare B premium payments.
4/ESP/Public	University of Cincinnati, SEIU			Move to cafeteria plan, with percentage of HMO or PPO premium rates increasing from 2007 to 2008.
2/FT/Public	Reading Area Community College	No such rules.	Dependent spouses of full-time employees required to accept full medical coverage at place of employment, if available. Dependent children—male parent required to maintain primary coverage at place of employment.	
2/FT/Public	Community College of Rhode Island			Increasing percentage contribution for employees across years.
4/FT/Public	Vermont State Colleges	Group comprehensive medical insurance plan.	New employees must go into point of service plan. Those enrolled in traditional plan must pay additional cost	

FT=full-time or combined full-time/part-time unit.

PT=part-time faculty unit.

ESP=education support professional.