

Date of Hearing: May 4, 2022

ASSEMBLY COMMITTEE ON APPROPRIATIONS
Chris Holden, Chair
AB 2464 (Cristina Garcia) – As Introduced February 17, 2022

Policy Committee: Higher Education

Vote: 9 - 3

Urgency: No

State Mandated Local Program: No

Reimbursable: No

SUMMARY:

This bill requires the California State University (CSU) to grant an employee a leave of absence with pay for one semester of an academic year, or an equivalent duration, in a one-year period, following the birth of a child of the employee or the placement of a child with an employee in connection with the adoption or foster care of the child by the employee.

FISCAL EFFECT:

Ongoing costs in the tens of millions of dollars to CSU to provide this benefit. CSU estimates an annual cost of \$24.1 million, which is based on an additional 10 weeks leave for employees who currently get six weeks, and an additional 16 weeks leave for employees who do not currently receive a leave (mostly part-time, temporary employees). This estimate assumes 2.5% of CSU's employees in each category will receive the additional leave.

COMMENTS:

This bill is sponsored by the California Faculty Association (CFS), which writes:

The existing parental leave policy at the CSU provides for a maximum of 30 days of parental leave for its employees. This policy is woefully inadequate and uncompetitive for today's workplace. It does not allow enough time for parent/child bonding, and it may not be enough time for the body to heal following childbirth. It simply is a health and safety issue for our faculty members that needs to be addressed appropriately.

This bill is opposed by the CSU Office of the Chancellor, which writes that it "violates the collective bargaining process and removes the fiduciary responsibility entrusted with the Board of Trustees." In addition:

The CSU provides for paid parental leave for the birth of a child or the placement of a child in connection with the adoption or foster care by the employee within all collective bargaining agreements (CBAs) as well as for non-represented employees. Employees are entitled to six weeks of fully paid parental leave and can access more paid leave time with non-industrial disability insurance, vacation, and sick leave. The CSU has a diverse range of employees and has a history of working with labor unions to address the specific needs of our represented employees. Unlike many

parental leave programs that require employees to work for a specified amount of time to access the benefit, CSU generously allows its employees to access paid parental leave immediately upon employment. We also recognize that the general parameters of the generous leave options available to CSU employees may not fit the needs of all employees. This is reflected in the negotiated language used in our CBAs which allow for equitable adjustments or flexibility in the application of these benefits.

Analysis Prepared by: Richard Pratt / APPR. / (916) 319-2081