

Dear Colleagues,

This is the third installment of the WSUFA Action Committee's "Did You Know?" series. The purpose of these notices is help you better understand and exercise your rights and opportunities under the IFO/MnSCU contract.

Our grievance officer, negotiator, and savvy union thug, Dr. Matt Hyle asks:

Did you know?

The latest contract contains a new provision on paid parental leave. Faculty members shall be granted 30 consecutive duty days upon the addition of a child (birth or adoption) to the household. The leave must commence within 6 months of the birth or placement. Recognizing that births or adoptions do not necessarily occur on schedule, under *normal* circumstances, 30 days of advance notice should be given to the administration. At this time, there is no official form, so faculty wishing to take advantage of this option should send a letter to her/his supervisor. Use of the paid leave does not preclude the use of unpaid family leave.

If you have questions regarding the contract please contact Grievance Officer/Negotiator, Matt Hyle [mhyle@winona.edu](mailto:mhyle@winona.edu) or WSUFA President, Darrell Downs [ddowns@winona.edu](mailto:ddowns@winona.edu)