

Union Childcaring Leave (CCL) Collective Bargaining Contract Updates

Contact the Leaves Team for Questions

CNA (NX)

- **Non-Birthing Parent:** Duration increased from 4 to 6 months
 - **Birthing Parent:** 6 months of Union Leave; once released from provider or PDL ends, an additional 6 months of CCL/Bonding begins
 - **Covered Lives:** Birthing and non-birthing parents, adoptive, foster, stepparents, legal guardians, and those assuming in loco parentis responsibility
 - **Intermittent Leave:** Not permitted at UCI
 - **Per Event | Effective Date: November 22, 2025**
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UAW (SV & RP)

- **New Union** that has adopted the CNA (NX) CCL structure for both birthing and non-birthing parents
 - Also retains 6 months of regular Union medical leave
 - **Non-Birthing Parent:** 6 months
 - **Birthing Parent:** 6 months of Union Leave; once released from provider or PDL ends, an additional 6 months of CCL/Bonding begins
 - **Path Entry:** Processed under PLOA type; note must state "Leave is for Childcaring Leave"
 - **Intermittent Leave:** Not permitted at UCI
 - **Per Event | Effective Date: March 20, 2026**
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UPTE (TX, HX, RX)

- Has adopted the CNA (NX) CCL structure for both birthing and non-birthing parents
- **Non-Birthing Parent:** 6 months

- **Birth Parent:** 6 months of Union Leave; once released from provider or PDL ends, an additional 6 months of CCL/Bonding begins
- **Path Entry:** Processed under PLOA type; note must state "Leave is for Childcaring Leave"
- **Intermittent Leave:** Not permitted at UCI
- **Per Event | Effective Date: November 7, 2025**