To: Academic Senate Executive Committee

From: Gordon Crabtree, Chief Executive Officer

Date: March 4, 2019

RE: Rule Change

I am writing this memo in support of the Hospitals & Clinics efforts to add a Paid Parental Leave program. Paid parental leave is an important benefit enhancement for the staff of the Hospitals & Clinics.

As the Chief Executive Officer for the Hospitals & Clinics, I have the financial responsibility to see that we plan for and budget for an expense such as paid parental leave. This is why we pushed the implementation to July 1, 2019.

The paid parental leave program has been reviewed with the executive team of the Hospitals & Clinics and I believe our staff will be very happy to see us adding this important new benefit and again fully support it.