

**PENNSYLVANIA STATE SYSTEM OF HIGHER EDUCATION
TUITION WAIVER AND LEAVE
BENEFIT CHANGE ANNOUNCEMENT
FOR FACULTY, NON-FACULTY COACHES AND MANAGERS**

Same-sex domestic partner tuition waiver benefits were negotiated by the Association of Pennsylvania State College and University Faculties (APSCUF) for faculty and non-faculty coaches and were applied to managers through action by the Board of Governors. Same-sex domestic partner leave benefits also were applied to managers through action by the Board of Governors. Similar same-sex domestic partner leave benefits have been in place for faculty and non-faculty coaches since July 1, 2003. The changes are described below. Employees should contact their university human resource office to ask questions about the changes and to obtain the PASSHE Same- Sex Domestic Partnership Certification form.

SAME-SEX DOMESTIC PARTNER TUITION WAIVER BENEFIT FOR FACULTY, NON-FACULTY COACHES AND MANAGERS

Tuition Waiver Eligibility

Faculty, non-faculty coaches and managers may receive tuition waiver for eligible domestic partners and children of domestic partners effective as follows:

- July 1, 2007 for faculty and non-faculty coaches
- November 1, 2007 for managers

Additional information on eligibility and the process to apply for the tuition waiver is available from the university human resource office.

SAME-SEX DOMESTIC PARTNER LEAVE BENEFITS FOR MANAGERS

Effective November 1, 2007, the following leave benefits apply to managers:

Sick Family Leave

Sick family leave and donated leave* may be used for the domestic partner and for the child of the domestic partner.

Sick Bereavement Leave

Up to five days of sick bereavement leave may be taken for the death of the domestic partner.

Family Care Leave*

Family care leave may be used for the domestic partner and the child of the domestic partner.

* The Family and Medical Leave Act (FMLA) does not apply to employees in Pennsylvania who reside together in a domestic partner relationship. Therefore, family care leave and donated leave used for the domestic partner or the child of the domestic partner may not be designated as FMLA leave and counted against the employee's FMLA entitlement.