**MATERNITY LEAVE – Confidential Employees**

January 1, 2014

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| **Benefit/Right** | **Duration** | **Eligible Employees** | **Provision**  *Please review policy for actual language.* |
| Leave of Absence Without Pay  Education Code 89519 | 12 month  *Leave of Absence Without Pay* | Permanent Female employee | A leave of absence without pay for the purposes of pregnancy, childbirth or the recovery therefrom and may not exceed one year. Once the employee has notified the campus of the length of the leave of absence, any change to the length of the period of leave must be approved by the appropriate administrator.  All of the leaves listed below granted to an employee for the birth of a child shall run concurrently with the period of leave available to an employee under Ed Code 89519. |
| California Pregnancy Disability Leave (CPDL)  (Gov Code 12945, [b][2]) | 4 months  *Leave of Absence Without Pay* | Female employee | Provides a female employee with up to 4 months of leave if the employee is disabled due to pregnancy.  CPDL shall run concurrently with sick leave and NDI. CPDL shall not run concurrently with Family Care and Medical Leave (FML). |
| CSU Sick Leave | 10 days  *Physician’s verification for additional use of sick leave.* | Female employee | Pregnancy or any disability caused by, or contributed to pregnancy must be considered a justification for the use of sick leave, if a woman’s condition prior to delivery is such that her doctor believes she should take leave. Childbirth is a valid reason for the use of sick leave, provided the employee is on work status, compensating time off, or vacation at the time of delivery. Ten (10) days of sick leave should be granted routinely for childbirth. Additional sick leave should be granted following childbirth if the employee is incapacitated from working. |
| NonIndustrial Disability Insurance (NDI) | 26 weeks  $250 weekly benefit | Active PERS Member and:   * Permanent or * Probationary full-time or * Half-time or more for 1 year or 1 AY | NDI provides $250 per week for up to 26 weeks to eligible employees who are disabled from work due to a non-work related medical condition. It is a fringe benefit completely paid for by the State; there are no employee contributions.  Employee must use all accrued sick leave before any NDI benefits may be paid. Use of accrued vacation or CTO credit during disability is optional. |
| CSU Paid Maternity/Paternity/ Adoption Leave  (Parental Leave) | 30 days per calendar year  *Full pay* | All Confidential employees | Up to 30 consecutive days with pay which shall commence within sixty (60) days of the arrival of a new child. Upon mutual agreement and on an exception basis, the scheduling of leave may be modified to meet the operational needs of the campus. |
| Family Care and Medical Leave  (FML) | 12 weeks  *During any unpaid periods of FML, Campus will pay State’s share of health, dental and vision benefits; employee pays her share.* | 12+ months employment | FML is **unpaid leave.** FML grants eligible employees a total of 12 weeks in a twelve (12) month period, including any periods of absence with pay for family care or medical leave purposes. Leave shall be initiated within 1 year of birth or adoption/foster care of the child.    Generally, FML shall run concurrently with Parental Leave. FML shall *not* run concurrently with Pregnancy Disability Leave. |

***State Disability Insurance (SDI)*** *is not a Cal Poly benefit. Employees may have access to those benefits if they paid into SDI at a previous employer.*