**MATERNITY LEAVE – Skilled Trades – Unit 6**

09/19/2012 – 06/30/2015

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Benefit/Right** | **Duration** | **Eligible Employees** | **Provision**  *Please review MOU or policy for actual language.* | **MOU Article** |
| Leave of Absence Without Pay  Education Code 89519 | 12 month  *Leave of Absence Without Pay* | Permanent full-time employee | A permanent full-time employee is entitled to a maternity leave without pay of up to twelve (12) months upon her written request. At least thirty (30) days prior to the ending date of the leave, the employee shall inform the appropriate administrator in writing of her intention to return from leave. Changes in the terms of the leave may be made by mutual agreement of the appropriate administrator and the employee.  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. | 19.2 |
| California Pregnancy Disability Leave (CPDL)  (Gov Code 12945, subdivision (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). | 19.20 |
| NonIndustrial Disability Insurance (NDI) | 26 weeks  $125 weekly benefit | Active PERS Member and:   * Permanent or * Probationary full-time or * Half-time or more for 1 year or 1 AY | NDI provides $125 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 Benefit |
| CSU Paid Parental Leave  (Maternity/Paternity/ Adoption Leave) | 30 days  *Full pay* | All Unit 6 employees | Parental Leave shall refer to a leave for the purpose of a parent preparing for the arrival and/or care of a newborn child or for the adoption or foster care placement of a child, up to his/her sixth (6th) birthday in the employee’s home. An employee shall be entitled to up to thirty (30) workdays Parental Leave per calendar year with pay. Such leave shall commence within sixty (60) days of the birth of the child or placement due to adoption or foster care. Such leave shall be taken consecutively, unless mutually-agreed otherwise by the employee and the appropriate administrator. The Parental Leave shall be concluded within one (1) year of the birth of the child or within one (1) year of placement due to adoption or foster care. | 18.39 |
| Family Care and Medical Leave (FML) | 12 weeks | 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 of the child.    FML shall run concurrently with Parental Leave. *During any unpaid periods of FML, Campus will pay State’s share of health, dental and vision benefits; employee pays her share.* | 19.14 |