**MATERNITY LEAVE – CFA - Unit 3**

09/18/2012 – 06/30/2014

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| **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* | Tenured or Probationary Faculty employee | A leave of absence without pay for the purposes of pregnancy, childbirth or the recovery therefrom and may not to 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. | 22.11 |
| 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). | 22.19 |
| CSU Sick Leave | 10 days | Female employee | Ten (10) days of earned sick leave may be charged. A physician’s verification of disability shall be required for the use of earned sick leave pursuant to this provision in excess of ten (10) days. | 23.5 |
| NonIndustrial Disability Insurance (NDI) | 26 weeks  $125 weekly benefit | Active PERS Member and:  -Tenured or  -Tenure track 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. | CSU  Benefit |
| CSU Paid Maternity/Paternity  Leave  (Parental Leave) | 30 days per calendar year  *Full pay* | All Unit 3 employees | Commences within a 135 day period that begins 60 days prior to the anticipated arrival date of a new child, and ending 75 days after placement of child. Charged only for workdays in such a period of time and may be used for reason of the placement of a child connection with adoption or foster care of child by employee.  Additional Flexibility  **Leave Sharing**: When a faculty employee is eligible for parental leave and his/her spouse or partner is also a faculty employee, one spouse/partner may donate all or part of his/her parental leave to other spouse or partner with approval from appropriate administrators(s).  **Reduction in workload in lieu of parental leave**: Upon request of the faculty employee and approval from appropriate administrator, a faculty employee with an academic year appointment may be given a reduced assignment over one academic term in lieu of a 30-day parental leave.  All leaves runs concurrently with any other related leaves. | 23.4  23.6 |
| 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 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 child. Generally, FML shall run concurrently with Parental Leave. FML shall *not* run concurrently with Pregnancy Disability Leave. | 22.9 |

***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.*