**MATERNITY LEAVE – Public Safety – Unit 8**

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* | 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. | 28.9 |
| 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). | 28.9 |
| 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 Maternity/Paternity/ Adoption Leave  (Parental Leave) | 30 days per calendar year  *Full pay* | All Unit 8 employees | An employee shall be entitled to up to equivalent of thirty (30) eight-hour workdays (240 hours) with pay for “maternity /paternity/adoption leave,” which leave shall commence within sixty (60) days after arrival of new child. A maximum benefit of thirty (30) consecutive eight-hour workdays, or equivalent (not to exceed 240 hours) for employees on alternate work schedules, with pay per calendar year shall be provided. Such leave runs concurrently with any other related leaves for which the employee is eligible. This benefit shall be provided in connection with the birth of one’s child. | 22.24 |
| 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 taken within 1 year of birth or placement as appropriate. Generally, FML shall run concurrently with Parental Leave. FML shall *not* run concurrently with Pregnancy Disability Leave. | 28 |

***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.*