**MATERNITY LEAVE – CSUEU – Units 2, 5, 7 and 9**

03/20/2012 – 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 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. | 28 |
| 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). | 28.8 |
| CSU Sick Leave | 15 days | Female employees | A female employee on maternity leave shall be entitled to use earned sick leave for the period of time covering date of child birth and immediate physical recovery (normally 15 days). *Physician’s verification is required for additional use of sick leave.* | 15.13 |
| 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  Benefit |
| CSU Paid  Parental Leave | 30 days per calendar year  *Full pay* | All CSUEU employees | Parental Leave is for the purpose of a parent preparing for arrival and/or care of a new child up to his/her eighteenth (18th) birthday. Commences within 60 days of the arrival of the new child, and may be taken consecutively, unless mutually agreed otherwise by employee and appropriate administrator. Leave is normally taken in daily increments. Leave runs concurrently with any other related leaves. | 15.35 |
| 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 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.  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.*