**MATERNITY LEAVE – Physicians - Unit 1**

11/15/2011 – 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. | 16.14 |
| 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). | 16.14 |
| CSU Sick Leave | 3 days  *Physician’s verification required for additional use of sick leave.* | Female employees | Disability related to pregnancy is a valid reason for the use of sick leave. | 14.6 |
| NonIndustrial Disability Insurance (NDI) | 26 weeks  $135 weekly benefit | Active PERS Member and:   * Permanent or * Probationary full-time or * Half-time or more for 1 year or 1 AY | NDI provides $135 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) | 20 days  *Full pay* | All Unit 1 employees | An employee shall be entitled to up to twenty (20) workdays with pay for “maternity/paternity/adoption leave” which leave shall commence with the arrival of the new child. A maximum benefit of twenty (20) workdays with pay per calendar year shall be provided. Leave runs concurrently with any other related leaves. | 15.15 |
| 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. | 16.7 |

***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.*