

Paid Family Leave

Procedures regarding academic and classified employees should be read in conjunction with the appropriate collective bargaining agreement. In the event there is a conflict between these procedures and the language in the collective bargaining agreement, the agreement shall prevail.

Reference: Unemployment Insurance Code Sections 3300 - 3303

Employees who contribute to the state's unemployment compensation disability insurance (SDI) program shall be eligible for up to six (6) weeks of Family Temporary Disability Leave (FTDL). This leave is funded entirely through employee contributions and payments are equal to those the employee would receive for other SDI leave.

The employee may take the leave to care for:

- his or her own non-work-related serious health condition (including pregnancy-related disability);
- to care for a child, spouse, parent, or domestic partner with a serious health condition; or
- to bond with new child.

"Serious health condition" is defined exactly the same as in the Family Medical Leave Act (FMLA) and the California Family Rights Act (CFRA).

An employee requesting FTDL leave:

- is eligible for the leave once in a 12-month period;
- is subject to a seven (7) day waiting period;
- may be required to use up to two (2) weeks of accrued but unused vacation leave before beginning FTDL (including the seven day waiting period); and
- may have his or her time run concurrently with FMLA/CFRA leave.

An employee is not eligible for this leave if:

- he or she is receiving unemployment benefits;
- he or she is entitled to receive workers' compensation benefits;
- he or she is eligible for SDI or disability from another state;
- another family member is "able and available" to provide care.

See Administrative Procedure 7341-7347
See also BP/AP 7345 - Catastrophic Leave Program

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