

Family Care Leave under CSEA Agreement Integrated with Federal and State Laws

Family Medical Leave Act (FMLA)

Employees with at least one year of service are eligible for 12 weeks of job-protected leave with benefits for a family member with a serious health condition. Eligible family members are the employee's parent, spouse or dependent child. FMLA is limited to 12 weeks in a one-year period, for purposes of your own serious health condition, bonding with a newborn or Family Care.

California Family Rights Act (CFRA)

Employees with at least one year of service are eligible for 12 weeks of job-protected leave with benefits for a family member with a serious health condition. Eligible family members are the employee's parent, spouse/domestic partner or dependent child. FMLA is limited to 12 weeks in a one-year period, for purposes of your own serious health condition, bonding with a newborn or Family Care.

Parental Leave and Family Care (PLFC) - per CSEA Contract Article 14.11

Employees with at least one year of service are eligible for 12 weeks of family care for a family member with a serious health condition, for up to 12 weeks. A family member is defined as the employee or spouse's children, parents, grandparents, grandchildren, siblings or household member. Once sick is exhausted, sub-differential pay is allowed during the leave for any PLFC event in a one year period, not to exceed 12 weeks.

Sick/Vac/Sub Differential pay during Family Care - per CSEA Contract Article 14.11

Once sick and vacation is exhausted, sub-differential pay is allowed during the leave for any PLFC event in a one year period, not to exceed 12 weeks.

Sample Family Care Leaves

