

Medical Leave under CSEA Agreement Integrated with Federal and State Laws *Not related to Pregnancy*

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 pregnancy-related disability and to care for a newborn or newly placed child after the first year of the event.

California Family Rights Act (CFRA)

Employees with at least one year of services are eligible for 12 weeks of job-protected leave with benefits to bond with a newborn within the first year of the event. Normally runs concurrent with FMLA for a non-pregnancy leave. For a pregnancy leave, CFRA begins after the pregnancy disability ends and can be used solely to bond with a newborn or newly placed child.

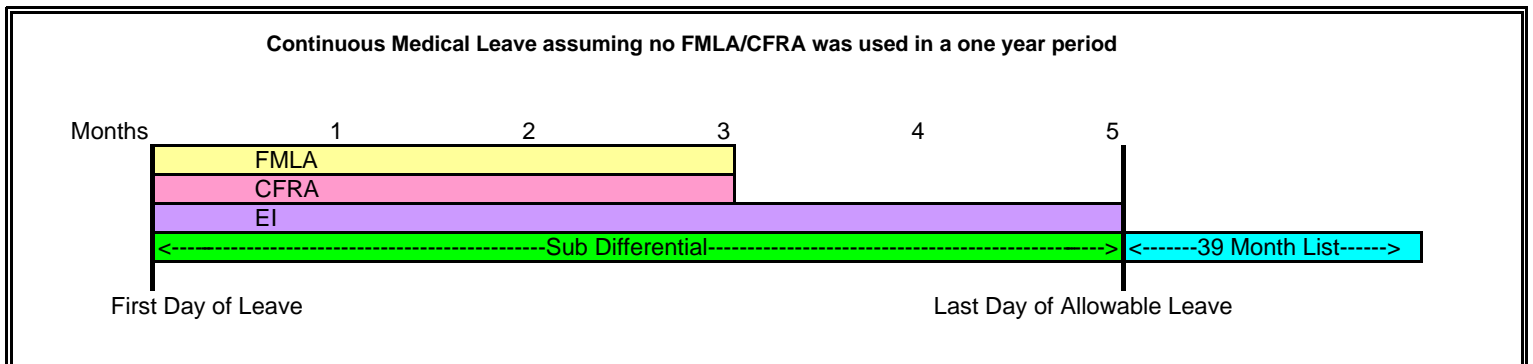
Extended Illness (EI) - per Education Code 88196

Employees are eligible for five months of job-protected leave with benefits for their own medical disability. If the employee does not return at the end of the five months, the employee will be placed on the 39 month list. See below for an explanation of the Sub-Differential pay during the five month period.

Sick/Vac/Sub Differential while disabled - per CSEA Contract Article 14.4 and Education Code 88191

Following one year of employment, employees may use their sick time during a period of incapacity. When all sick, vacation and paid leaves are exhausted the employee will be paid sub-differential pay. (The difference between the amount paid to a sub and the employee's normal rate of pay.)

Sample Medical Leave



Placement on the 39 Month List - Education Code 88192

If an employee is not medically able to assume the duties of his or her position after all available leaves of absence have been exhausted, then the District must place the employee on a reemployment list for a period of 39 months. If the employee becomes able to work during the 39-month period, and a position becomes vacant in the class of the person's previous assignment, the employee must be hired over all other available candidates. Placement on the 39 month list is a separation from employment.