

**Maternity/Paternity Leave Benefits Summary  
For PECG Members**  
(note this is not a PECG Corporate/Legal Counsel developed document)

<p><b>Family &amp; Medical Leave Act (FMLA)</b></p>	<ul style="list-style-type: none"> <li>• <b>12 weeks of unpaid time off, job-protection and continued group health insurance coverage</b></li> <li>• Eligible during pregnancy if serious complications and within 12 months after the birth/adoption of a child</li> <li>• Must have been employed by State for at least 12 months (or 1250 + hours)</li> <li>• Resources: <ul style="list-style-type: none"> <li>- <a href="http://waternet.waterboards.ca.gov/das/benefits/leave.shtml">http://waternet.waterboards.ca.gov/das/benefits/leave.shtml</a></li> <li>- <a href="https://www.dol.gov/whd/fmla/">https://www.dol.gov/whd/fmla/</a></li> </ul> </li> </ul>	<p><b>UNPAID, JOB-PROTECTED TIME OFF</b></p>
<p><b>California Family Rights Act (CRFA)</b></p>	<ul style="list-style-type: none"> <li>• <b>12 weeks of unpaid time off, job-protection and continued group health insurance coverage</b></li> <li>• Must have been employed by State for at least 12 months (or 1250 + hours)</li> <li>• Eligible within 12 months after the birth/adoption of a child, may be taken after FMLA</li> </ul>	
<p><b>Parental Leave per PECG</b></p>	<ul style="list-style-type: none"> <li>• A female permanent employee shall be entitled, upon request, to an unpaid leave of absence for purposes of pregnancy, child birth, recovery therefrom or care for the newborn child for a period not to exceed one (1) year, including any leave granted under the FMLA</li> <li>• A male spouse, male parent, or effective April 1, 2002, domestic partner as defined and certified with the Secretary of State's office in accordance with Family Code Section 297, who is a permanent employee, shall be entitled, upon request, to an unpaid leave of absence for a period not to exceed one (1) year to care for his newborn child.</li> <li>• During the period of time an employee is on parental leave, he/she shall be allowed to continue their health, dental, and vision benefits. Except as provided under the FMLA, the cost of these benefits shall be paid by the employee and the rate that the employee will pay will be the group rate.</li> <li>• Resources: <ul style="list-style-type: none"> <li>- PECG MOU: <a href="http://pecg.org/2018-mou/ Section 5.6">http://pecg.org/2018-mou/ Section 5.6</a></li> </ul> </li> </ul>	
<p><b>Pregnancy Disability Leave (PDL)</b></p>	<ul style="list-style-type: none"> <li>• 4 months of unpaid job-protected time off, due to medical condition related to pregnancy</li> <li>• An employee who is taking pregnancy disability leave (PDL) is entitled to the continuation of her health benefits for the entire duration of her leave, up to four month and to the same extent and under the same conditions as would apply to any other unpaid disability leave granted by the employer</li> <li>• Resources: <ul style="list-style-type: none"> <li>- <a href="http://waternet.waterboards.ca.gov/das/human_resources/pdl.shtml">http://waternet.waterboards.ca.gov/das/human_resources/pdl.shtml</a></li> </ul> </li> </ul>	

<p><b>Enhanced Non-Industrial Disability Insurance (ENDI)</b></p>	<ul style="list-style-type: none"> <li>• Pregnant Employee must be on <b>annual leave</b> to be eligible for ENDI</li> <li>• Employee shall serve a 7 consecutive calendar day waiting period before ENDI payments commence. Accrued paid leave or CTO leave balances may be used to cover this waiting period</li> <li>• <b>Receive 50% of gross salary and continued health and/or dental insurance coverage. Tax and deductions still taken.</b></li> <li>• <b>At the time of an ENDI claim, an employee may elect either the 50% ENDI benefit rate or a supplementation level of 75% or 100% at gross pay. Employee has option to supplement with annual leave, sick leave or partial payment.</b></li> <li>• <b>An employee is not eligible for a second disability benefit due to the same or related cause or condition unless they have returned to their regular time base, and work for at least ten (10) consecutive work days. Paid leave shall not be used to cover the ten (10) work days.</b></li> <li>• Eligible beginning at 36 weeks of pregnancy through delivery of baby, with Dr. note</li> <li>• Eligible post-delivery of baby, for 6 weeks if vaginal delivery or 8 weeks if c-section delivery</li> <li>• Resources: <ul style="list-style-type: none"> <li>• <a href="http://waternet.waterboards.ca.gov/das/human_resources/ndi.shtml">http://waternet.waterboards.ca.gov/das/human_resources/ndi.shtml</a></li> <li>• PEGC MOU: <a href="http://pecg.org/2018-mou/Section_4.4">http://pecg.org/2018-mou/ Section 4.4</a></li> </ul> </li> <li>• Eligible up to 26 weeks with a Dr. note, can be used during pregnancy and post baby birth if there are complications (i.e. premature baby)</li> </ul>	<p><b>PAY DURING TIME OFF</b></p>	
<p><b>Non-Industrial Insurance (NDI)</b></p>	<ul style="list-style-type: none"> <li>• Pregnant Employee must be on sick and vacation leave to be eligible for NDI</li> <li>• Employee shall serve a 10) consecutive calendar day waiting period before NDI payments commence. Accrued paid leave or CTO leave balances may be used to cover this waiting period</li> <li>• <b>Receive 60% of gross salary, not to exceed \$135/week salary and continued health and/or dental insurance coverage. Tax and deductions still taken.</b></li> <li>• <b>An employee is not eligible for a second disability benefit due to the same or related cause or condition unless they have returned to their regular time base, and work for at least ten (10) consecutive work days. Paid leave shall not be used to cover the ten (10) work days.</b></li> <li>• Eligible beginning at 36 weeks of pregnancy through baby delivery, with Dr. note</li> <li>• Eligible post-delivery of baby, for 6 weeks if vaginal delivery or 8 weeks if c-section delivery</li> <li>• Resources: <ul style="list-style-type: none"> <li>• <a href="http://waternet.waterboards.ca.gov/das/human_resources/ndi.shtml">http://waternet.waterboards.ca.gov/das/human_resources/ndi.shtml</a></li> <li>• PEGC MOU: <a href="http://pecg.org/2018-mou/Section_4.3">http://pecg.org/2018-mou/ Section 4.3</a></li> </ul> </li> <li>• Eligible up to 26 weeks with a Dr. note, can be used during pregnancy and post baby birth if there are complications (i.e. premature baby)</li> </ul>		
<p><b>Accrued Leave (ie annual leave, vacation leave, sick leave, etc)</b></p>	<ul style="list-style-type: none"> <li>• <b>Employee can use accrued leave hours to supplement pay while on leave</b></li> <li>• <b>Once a claim for ENDI/NDI has been filed and the employee has determined the rate of supplementation, the supplemental rate shall be maintained throughout the disability period</b></li> <li>• Sick hours can only be used while on ENDI/NDI to supplement pay</li> <li>• After ENDI/NDI, you will need a minimum of 11 (8-hour) days of leave per month in order to pay for your premium/share of health benefits, or you can pay out of pocket if you don't have enough leave.</li> </ul>		

<b>Family Care Leave for Supervisors and Managers</b>	<ul style="list-style-type: none"> <li>• A new enhanced Nonindustrial Disability Insurance (NDI) Family Care Leave benefit for excluded employees will be part of the final agreement. This benefit will allow state supervisors and managers to balance the needs of work and home by taking up to six weeks of partial or full paid leave to bond with a new child or care for an ill loved one. The program will go into effect on July 1, 2019.</li> </ul>	
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FAQ:

- 1) Can I accrue leave while on ENDI/NDI and Parental Leave/CFRA? – if you supplement to 100% with ENDI you will receive your monthly accruals – if you use leave and are paid for 11 days in a month while on CFRA/Parental Leave you will receive your full monthly accruals.
- 2) Will I receive service credit while on ENDI/NDI and Parental Leave/CFRA? You will receive state service towards seniority while on leave but you do not earn PERS or STRS service credits while receiving ENDI/NDI. State employer contributions to retirement accounts are not made while receiving NDI. However, you can purchase service credit from CalPERS for the time you're away on maternity leave
- 3) How does VPLP work while I'm on ENDI/NDI and Parental leave/CRFA? - VPLP is cancelled while you are on disability and/or parental leave. You may re-enroll when you return.
- 4) Can I maintain my health benefits while on FMAL/CFRA/ENDI/NDI and Parental Leave? Since parental leave is an unpaid entitlement you would have to pay the full premium to have your benefits continue past the disability period (FMLA) and bonding period (CFRA)Health benefits. Note: if you work a minimum of about 88 hours a month, you will be eligible to maintain health benefits.
- 5) How and when do I enroll newborn onto health and dental insurance? Immediately when baby is born, email HR contact regarding the birth of baby. You may need to provide a medical certificate to confirm birth or a county birth certificate/social security number (which takes a couple of weeks to process). Note that you can't add dependents to health/dental benefit unless a major life even occurs (such as birthdate, loss of health benefits, etc) or during open enrollment.
- 6) Employee must be enrolled in annual leave or vacation/sick leave for 2 years minimum before switching. Employee on annual leave is only eligible for ENDI and employee on vacation/sick leave is only eligible for NDI.