

Leave of Absence & Workers' Compensation Benefits Overview CSUEU Meeting – March 21, 2018

CSU Family Medical Leave (FML)

- The CSU FML incorporates both the Federal Family Medical Leave Act (FMLA) and California Family Rights Act (CFRA) leave entitlements which run concurrently.
 - Except in the case of pregnancy/delivery related leaves
 - Eligible employees may receive up to 12 weeks
 - CSU defines family as spouse, parent, child, or a registered domestic partner

California Pregnancy Disability Leave (PDL)

- Provides for up to 4 months of unpaid leave due to disability

Pay Types

- Sick
- Vacation
- Parental
 - 30 paid work days (in a 12-month period)
 - Must commence within 60 days of the arrival
 - Due to birth, adoption, foster care, or legal guardianship of minor child(ren)
- Non-Industrial Disability (NDI)
 - Non work-related injury/illness for self
 - Pays \$250 a week, for up to 26 weeks
 - 7 day waiting period, unless hospitalized
 - Must use all sick leave prior to NDI.
 - Option to use vacation time, but if selected must use all vacation.

- Catastrophic Leave Donations
 - All leave credits must be exhausted
 - Can request for self or family member (donated vacation hours only).

- Industrial Disability Leave (IDL)
 - Work-related injury/illness
 - 52 week/365 calendar days from date of disability
 - First 22 workdays paid at full wages – after that paid at 2/3 and may be supplemented by using accrued sick leave credits 3 day waiting period unless hospitalized
 - Waiting period paid after 14 days of disability
 - Initial medical evaluation wages are paid
 - Follow-up visits employee uses own leave credits

You can find information and the process for requesting a Leave of Absence or filing a Workers' Compensation claim at <https://www.csun.edu/benefits>

Understanding your Employee Assistance and Work/Life Benefits Program
<https://www.csun.edu/benefits/lifematters-eap>

Employees should meet with Karyn Cote, Leave of Absence Specialist
Karyn.cote@csun.edu or at x3351. At time of meeting, applicable benefits will be discussed based on eligibility.