

# Parental Leave Benefits for PECG Fort Sutter Members

Note this is not a PECG Corporate/Legal Counsel developed document and reflects potential benefits that may not apply to all employees. If any members have additional questions or want to make a plan for your parental leave, reach out to the respective contact for your agency (see p. 3 for agency contacts).

## Non-Managers

### Gave birth to child

**PAID benefit:**  
6-8 weeks @ 50% gross salary\* (26 max if serious health complications); with Doctor note; can be supplemented with leave; health insurance benefits provided (ENDI)

**UNPAID benefit:**  
1 year max job protection; typically 18 weeks continued health insurance benefits provided per calendar year (29.33 max if continuously disabled); remainder employee pays (FMLA/PDL/CFRA/PECG MOU 5.6)

### Did not give birth to child

No paid benefit

**UNPAID benefit:**  
1 year max job protection; typically 12 weeks continued health insurance benefits provided per calendar year; remainder employee pays (FMLA/CFRA/PECG MOU 5.6)

## Managers

### Gave birth to child

**PAID benefit:**  
12-14 weeks @ 50% gross salary\* (32 max if serious health complications); with Doctor note; can be supplemented with leave; health insurance benefits provided (ENDI/NDI-FCL)

**UNPAID benefit:**  
1 year max job protection; typically 18 weeks continued health insurance benefits provided per calendar year (29.33 max if continuously disabled); remainder employee pays (FMLA/PDL/CFRA/PECG MOU 5.6)

### Did not give birth to child

**PAID benefit:**  
6 weeks @ 50% gross salary\*; can be supplemented with leave; health insurance benefits provided (NDI-FCL)

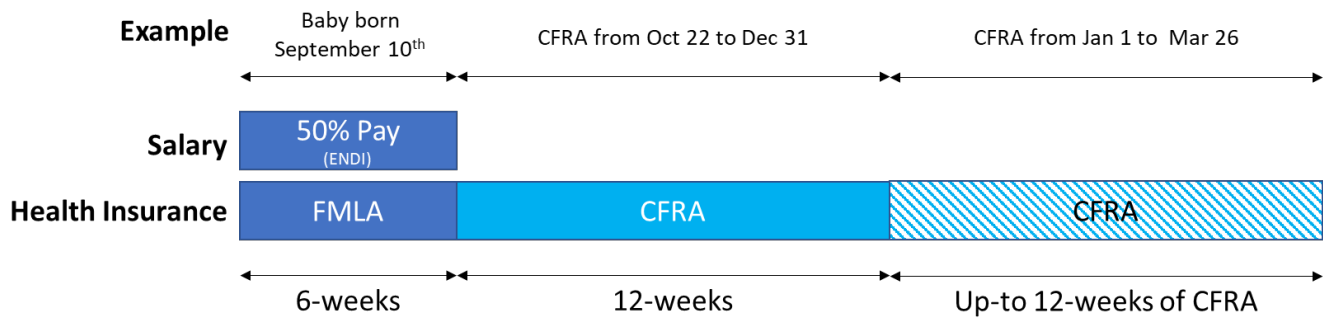
**UNPAID benefit:**  
1 year max job protection; typically 12 weeks continued health insurance benefits provided per calendar year; remainder employee pays (FMLA/CFRA/PECG MOU 5.6)

\*Employee must be enrolled in annual leave to receive 50% of salary benefits; if enrolled in vacation/sick leave, they will only receive \$135/week.

## Important Notes

- ❖ For more details about each of these policies, see the *Maternity/Paternity Leave Benefits Summary for PECG Members* on the PECG Fort Sutter section website.
- ❖ Benefits only apply after 12 months of employment.
- ❖ Employees can use their own accumulated leave (annual leave, vacation leave, VPLP days, and in some cases sick leave) during any unpaid leave taken to care for a child.
- ❖ Once CFRA is exhausted, 11 work days per month are required to receive benefits. This can be met with adequate annual leave.
- ❖ CFRA benefits reset every calendar year, so if parental leave starts near the end of a calendar year, additional leave may be taken at the beginning of the next calendar year under CFRA. See example timeline below for how this can apply.

### Example Timeline



<p>Applies only for <b>qualifying medical disability</b>. Giving birth typically qualifies for 6 or 8 weeks of disability.</p>	<p>You will have 1-year of job protection. CFRA also allows for 12-weeks of continued health insurance benefits (<b>you don't pay</b>) within the calendar year. After the 12-week window, you will have to use vacation time or pay for health insurance.</p>	<p>An additional 12-weeks of coverage is available in a new calendar year.</p>
--	--	--

## Fort Sutter Section Agency Contacts

<b>Agency</b>	<b>Contact</b>	<b>Email/Phone</b>
Air Resources Board	ASD Medical Management Unit	<a href="mailto:mmu@arb.ca.gov">mmu@arb.ca.gov</a>
CalRecycle	Human Resources	<a href="mailto:HR@calrecycle.ca.gov">HR@calrecycle.ca.gov</a>
Department of Consumer Affairs	Human Resources	Contact your primary Human Resources representative
Department of Corrections & Rehabilitation	Office of Personnel Services	916-322-2469
Department of Health Care Access and Information	Human Resources	916-326-3260
Department of Industrial Relations	Human Resources	Contact your primary Human Resources representative
Department of Motor Vehicles	Contact your attendance clerk and chain of command	N/A
Department of Toxic Substances Control	Human Resources	916-323-2679