

**Maternity/Paternity Leave Benefits Summary
For PECG Members**

(note this is not a PECG Corporate/Legal Counsel developed document)

<p>Family & Medical Leave Act (FMLA)</p>	<ul style="list-style-type: none"> • 12 work weeks of unpaid time off, job-protection and continued group health insurance coverage • Eligible during pregnancy if serious complications and within 12 months after the birth/adoption of a child • Must have been employed by State for at least 12 months and have worked 1250 hours in the preceding 12 months. • Resources: <ul style="list-style-type: none"> - https://www.dol.gov/agencies/whd/fmla - 2107 - Family Medical Leave Act / California Family Rights Act 	<p>UNPAID, JOB-PROTECTED TIME OFF</p>
<p>California Family Rights Act (CFRA)</p>	<ul style="list-style-type: none"> • 12 work weeks of unpaid time off, job-protection and continued group health insurance coverage • Must have been employed by State for at least 12 months and have worked 1250 hours in the preceding 12 months. • Eligible within 12 months after the birth/adoption of a child, may be taken after FMLA • Spouses employed by the same employer are each entitled to 12 workweeks of family leave for the birth, adoption, or foster care placement of their child. 	
<p>Parental Leave per PECG</p>	<ul style="list-style-type: none"> • 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 after the birth, placement or adoption, including any leave granted under the FMLA • 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 after the birth, placement or adoption of the child. • 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. • Resources: <ul style="list-style-type: none"> - PECG MOU: http://pecg.org/2020-mou/, Article 5, 5.6 Parental Leave 	

Pregnancy Disability Leave (PDL)	<ul style="list-style-type: none"> Up to 4 months of unpaid job-protected time off, due to actual disability caused by pregnancy, childbirth, or related medical conditions, 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 months and to the same extent and under the same conditions as would apply to any other unpaid disability leave granted by the employer Resources: <ul style="list-style-type: none"> 2120 - Pregnancy Disability Leave 	
Enhanced Non-Industrial Disability Insurance (ENDI)	<ul style="list-style-type: none"> Pregnant Employee must be on annual leave to be eligible for ENDI 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 Employees eligible for ENDI, receive 50% of gross salary and continued health and/or dental insurance coverage. Tax and deductions still taken. Employees eligible for ENDI, may elect to supplement their ENDI benefits to either a supplementation level of 75% or 100% at gross pay at the time they file their ENDI claim. Employee has option to supplement with annual leave, sick leave or partial payment. 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. Eligible up to 26 weeks with a doctor's certification if approved by the Employment Development Department (EDD); can be used during pregnancy and post baby birth if there are complications (e.g., premature baby) Resources: <ul style="list-style-type: none"> PECG MOU: http://pecg.org/2020-mou/, Article 4, 4.4 Enhanced Non-Industrial Disability Insurance – Annual Leave 	PAY DURING TIME OFF
Non-Industrial Insurance (NDI)	<ul style="list-style-type: none"> Pregnant Employee must be on sick and vacation leave to be eligible for NDI 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 Eligible employees shall receive 60% of gross salary, not to exceed \$135/week salary and continued health and/or dental insurance coverage. Tax and deductions still taken. 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 	

	<p>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.</p> <ul style="list-style-type: none"> • Eligible up to 26 weeks with a doctor’s certification if approved by EDD; can be used during pregnancy and post baby birth if there are complications (e.g., premature baby) • Resources: <ul style="list-style-type: none"> - PECG MOU: http://pecg.org/2020-mou/, Article 4, 4.3 Non-Industrial Disability Insurance 	
<p>Family Care Leave for Supervisors and Managers</p>	<ul style="list-style-type: none"> • Effective July 1, 2019, excluded employees with CBID E99, E98, E97, E79, E78, E77, E68, E67, E59, E58, E48, M01-M21, M99, S01-S21, C01-C21 enrolled in the Annual Leave Program are eligible for Non-Industrial Disability Insurance - Family Care Leave (NDI-FCL). • NDI-FCL provides partial wage replacement for up to six weeks within a 12-month period • NDI-FCL allowed eligible employee to bond with a new child (because of the birth of a child of the employee, adoption, or foster care placement of a child with the employee). • Resources: <ul style="list-style-type: none"> - 1411 - Non-Industrial Disability Insurance (NDI) 	
<p>Accrued Leave (ie annual leave, vacation leave, sick leave, etc)</p>	<ul style="list-style-type: none"> • Employee can use accrued leave hours to supplement pay while on leave • 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 • Disability payments may be supplemented with annual leave, sick leave, and partial pay • After ENDI/NDI, you will need a minimum of 11 (8-hour) days of leave per month to have a qualifying pay period. 	

FAQ:

- 1) Can I accrue leave while on ENDI/NDI and Parental Leave/CFRA? – If you supplement to 75% or 100% while on ENDI. At 100% supplementation, you will receive your monthly accruals each month, at 75% supplementation you will receive your monthly accruals every other month. 50% ENDI no accruals.
If you elect to use leave to supplement 11 days in the pay period while on CFRA/Parental Leave you will receive your 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. If you elect to use leave to supplement 11 days in the pay period while on CFRA/Parental Leave you will receive service credit.
- 3) How does VPLP work while I'm on ENDI/NDI and Parental leave/CFRA? - VPLP is cancelled while you are on disability and/or parental leave. You may re-enroll when you return.

Can I maintain my health benefits while on FMAL/CFRA/ENDI/NDI and Parental Leave? Since parental leave is an unpaid entitlement, you can elect to have accounts receivables established to continue your benefits past the disability period FMLA and bonding period CFRA.

Note: you can also elect to supplement necessary leave needed to cover your benefits thus no accounts receivables will need to be established.

- 4) How and when do I enroll newborn onto health and dental insurance?
Immediately when the baby is born, email HR contact regarding the birth of baby. You will 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 event occurs (such as birthdate, loss of health benefits, etc) or during open enrollment.
- 5) 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. Employee enrolled in AL would be eligible for ENDI, which means they are eligible to supplement up to 75% or 100% of their gross pay, or receive 50% without supplementation. Employee on vacation/sick leave is only eligible for NDI. Employee enrolled in VA/SL is only eligible for NDI which is paid at \$135 per week.