

Maternity/Paternity Leave Benefits Summary

<p>Family & Medical Leave Act (FMLA)</p>	<ul style="list-style-type: none"> • 12 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 for at least 12 months (or 1250 + hours) • Resources: <ul style="list-style-type: none"> - http://waternet.waterboards.ca.gov/das/benefits/leave.shtml - https://www.dol.gov/whd/fmla/
<p>California Family Rights Act (CRFA)</p>	<ul style="list-style-type: none"> • 12 weeks of unpaid time off, job-protection and continued group health insurance coverage • Must have been employed for at least 12 months (or 1250 + hours) • Eligible within 12 months after the birth/adoption of a child, may be taken after FMLA
<p>Parental Leave per PEGG</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, 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 to care for his newborn 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"> - PEGG MOU: http://pecg.org/2018-mou/
<p>Enhanced Non-Industrial Disability Insurance (ENDI)</p>	<ul style="list-style-type: none"> • (female) Employee must be on annual leave to be eligible for ENDI • Receive 50% of gross salary • Eligible beginning at 36 weeks of pregnancy through baby delivery, with Dr. note • Eligible post-delivery of baby, for 6 weeks if vaginal delivery or 8 weeks if c-section delivery • Resources:: <ul style="list-style-type: none"> - http://waternet.waterboards.ca.gov/das/human_resources/ndi.shtml - PEGG MOU: http://pecg.org/2018-mou/
<p>Non-Industrial Insurance (NDI)</p>	<ul style="list-style-type: none"> • (female) Employee on sick and vacation leave to be eligible for ENDI • Receive 60% of gross salary, not to exceed \$135/week • Eligible beginning at 36 weeks of pregnancy through baby delivery, with Dr. note • Eligible post-delivery of baby, for 6 weeks if vaginal delivery or 8 weeks if c-section delivery • Resources:: <ul style="list-style-type: none"> - http://waternet.waterboards.ca.gov/das/human_resources/ndi.shtml - PEGG MOU: http://pecg.org/2018-mou/

Accrued Leave (ie annual leave, vacation leave, sick leave, etc)	<ul style="list-style-type: none"> • Employee can use accrued leave hours to supplement pay while on leave • Sick hours can only be used while on ENDI/NDI to supplement pay • 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.
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Questions:

- 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 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 NDI. State employer contributions to retirement accounts are not made while receiving NDI.
- 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.
- 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 event occurs (such a birthdate, loss of health benefits, etc) or during open enrollment.