

Leave Type	Benefit
(Article 16) CSU Family Medical Leave (CSU FML) (HR 99-05)	<p>least one academic year or 12 months (not necessarily continuous) preceding the leave. The definition "employment" includes employment at all CSU campuses as well as other California state employment.</p> <ul style="list-style-type: none"> <li>- Eligible employees are entitled to CSU FML without pay for a total of twelve (12) weeks in a twelve (12) month period.</li> <li>- Employees must utilize appropriate leave credits prior to going on any unpaid CSU FML.</li> <li>- In the case of the birth or adoption/foster care of a child by the employee, leave taken shall be initiated within one (1) year of the birth or placement as appropriate.</li> </ul>
Family Care/Medical Leave – Employees with Family Members in the Military (National Defense Authorization Act (NDA), HR 2008-04)	<p>The following types of leave are available:</p> <p>Up to twenty-six (26) weeks of leave to care for a covered family member who sustains a serious injury or illness in the line of duty while on active duty in the U.S. Armed Forces.</p> <p>Up to twelve (12) weeks of leave to deal with a "qualifying exigency" that arises from a covered family member's active duty, or call to active duty, in the U.S. Armed Forces in support of a contingency operation.</p>
Holiday, Alternate Day Off (ADO)	Not applicable
Holiday, Compensating Time Off (Article 13)	If not paid in cash, subject to holiday CTO provision.
Holiday, Credit	Not applicable
Holiday, Informal Time Off	As granted by the Governor.
Holiday, Personal (Article 13)	One (1) day per calendar year, forfeited if not used by 12/31.
Holiday Time Off (Article 13)	<p>The number of hours of the holiday shall be determined by the hours the employee is normally scheduled to work on the day the holiday is observed. An employee in pay status on the day a holiday is officially observed shall be entitled to the holiday. Only when a holiday is scheduled for official observance on a Friday or Monday (in accordance with provision 13.3), and the employee works on the Saturday or Sunday of the actual holiday and not on the Friday or Monday of the official observance, shall the employee be entitled to that single holiday on the Saturday or Sunday on which the holiday occurred.</p>
Jury Duty (Article 15, HR/Benefits 2004-22)	<p>Normal salary received for time spent on jury duty if Proof of Service for state, or for federal, jury duty fees are remitted to the CSU. If employee retains jury duty fees, available vacation or CTO credits may be used to cover time off. Employee shall be docked for non-compensable absence.</p>

Leave Type	Benefit
Leave of Absence (Article 16)	A full-time or part-time permanent employee may be granted a full or partial leave of absence without pay which shall normally be limited to one (1) year for the following purposes or reasons: <ul style="list-style-type: none"> <li>- loan of employee to another governmental agency;</li> <li>- outside employment that would lessen the impact of a potential layoff or layoff;</li> <li>- temporary incapacity due to illness or injury;</li> <li>- family leave; and</li> <li>- other satisfactory reasons.</li> </ul>
Maternity Leave per Education Code Section 89519 Maternity Leave (ECML) (Article 16)	Leave of absence for the purpose of pregnancy, childbirth or the recovery there from of a female employee. Period of leave is determined by the employee and a permanent employee is entitled up to one (1) year of leave without pay. ECML tracks with California Pregnancy Disability Leave (CPDL) and CSU Family Medical Leave (CSU FML) and an employee may utilize leave credits before going on any unpaid portion of ECML.
Maternity/Paternity/Adoption (Article 15)	Up to fifteen (15) consecutive workdays with pay which shall commence upon the birth or placement of a child up to the age five (5) and runs concurrently with other maternity/paternity, pregnancy disability and/or family care and medical leave provisions of Article 16.
Military Leave - Employee (Article 15, HR 2001-25)	Emergency, Temporary and Indefinite leaves granted in accordance with State and Federal laws.
Military Spouse/Domestic Partner Leave (Assembly Bill 392, Chapter 361, HR 2007-19)	Up to ten (10) days unpaid leave to a qualified employee who is the spouse or registered domestic partner of a member of the Armed Forces of the United States, National Guard, or Reserves serving in a combat zone or combat theater, and is on leave from deployment.
MPP Paid Administrative Leave	Not applicable
Organ Donor/Bone Marrow Leave (HR 2003-04)	A paid leave of absence not exceeding thirty (30) consecutive calendar days in any one (1)-year period for any employee who is donating his/her organ to another person; a paid leave of absence not exceeding five consecutive calendar days in any one (1)-year period to any employee who is donating his/her bone marrow to another person.
Pregnancy Disability Leave (Article 16) California Pregnancy Disability Leave (CPDL) (Govt. Code Section 12945[b][2])	Up to four (4) months of leave for a female employee. Separate and distinct from the twelve (12) week family leave provision, however, may run concurrent with the period of maternity leave available to a permanent employee.
Professional Development Time (Article 28)	Includes paid release time when work-related training is required by appropriate administrator. When an employee is required to take work-related training during nonworking hours, such time shall be counted as hours worked for the purpose of computing