

Leave Type	Benefit
Leave of Absence (Article 19)	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"> - loan of employee to another governmental agency; - outside employment that would lessen the impact of a potential layoff or layoff; - temporary capacity due to illness/injury; - family care and medical leave; - other satisfactory reasons.
Maternity Leave per Education Code Section 89519 Maternity Leave (ECML) (Article 19)	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 18, HR/Benefits 2005-17)	Up to thirty (30) workdays of paid leave to care for a new or adopted child up to age five (5). Commences upon birth or placement of a child. Days must be taken consecutively once leave begins. Scheduling of leave may be modified by mutual agreement between President and the employee.
Military Leave - Employee (Article 18, HR 2001-25)	<p><u>Commencement:</u></p> <ul style="list-style-type: none"> - Emergency - entitled to receive normal salary or compensation up to thirty (30) calendar days without regard to length of employment, regardless to the number of proclamations of emergency. - Temporary/Indefinite – entitled to receive salary or compensation for the first thirty (30) calendar days in any one fiscal year provided that employee has at least one year of State service. Prior military service is counted in determining State service for this purpose. <p><u>Reinstatement:</u></p> <ul style="list-style-type: none"> - Emergency – time spent shall be considered full-time State service. - Temporary/Indefinite - time spent on leave will count toward merit salary adjustment and vacation category change.
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	A paid leave of absence not exceeding thirty (30) consecutive

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(HR 2003-04)	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 19) 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 care and medical leave provision.
Professional Development Time (Article 27)	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 overtime pay.
Sick Leave – Accrual (Article 18)	Up to eight (8) hours per qualifying month of service. Pro rata accrual for less than full-time.
Sick Leave Usage – Bereavement (Article 18)	Up to forty (40) hours per calendar year for each death.
Sick Leave Usage – Family Care (Article 18)	Up to seven (7) days per calendar year with additional usage upon authorization of appropriate administrator.
Sick Leave Usage – Maternity (Article 18)	As authorized by appropriate administrator.
Sick Leave Restoration	An employee returning to CSU employment within six (6) months following the date of permanent separation shall be credited by the appointing authority with the sick leave balance at the time of separation from the previous position. If the employee has been appointed to a class in which sick leave is not earned, the previously earned sick leave balance, although restored, is not available for use until such time as the employee is appointed to a position in which the employee is eligible to accrue and use sick leave.
State Service Crediting (Article 16)	For the purposes of computing vacation accrual, a permanent, probationary or temporary employee who works eleven (11) or more days in a monthly pay period is considered to have completed a month of service.
Temporary Suspension Leave (Article 14)	The President may temporarily suspend with pay an employee for reasons related to (a) the safety of persons or property, or (b) the prevention of the disruption of programs and/or operations, or (c) investigation for formal notice of disciplinary action.
Union Business Release Time (Article 7)	Each campus shall grant a reasonable amount of release time without loss of compensation to union-designated campus employees. This also includes release time for purposes of official meet and confer sessions.

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Union Leave (Article 7)	<u>Statewide Officer</u> : The CSU shall be reimbursed for all compensation paid the employee on account of such leave. An employee shall continue to earn service and retirement credit and shall not constitute a break in continuous service for the purpose of salary adjustments, sick leave, vacation or seniority. Vacation, holiday and sick leave crediting shall continue to accrue during such leave. (The employee remains on active pay status, and the campus is reimbursed).
Vacation – Accrual Rate (Article 16)	Service Requirement method. Pro rata accrual for less than full-time. Limited hourly employees accrue to a maximum of twelve (12) accruals in a calendar year.
Vacation Maximum (Article 16)	272 hours for ten (10) or less years of qualifying service; 384 hours for more than ten (10) years of such service.
Voting Time Off (Article 18)	Up to two (2) hours of paid time off to be taken at beginning or end of shift for general, direct primary, or presidential primary elections.