

Leave Type	Benefit
Maximums Pursuant to FLSA (FLSA Section [7][o][3][A])	worked in excess of this amount must be paid in cash.
Emergency Leave	Not applicable
Family Care/Medical Leave (Article 23) CSU Family Medical Leave (CSU FML) (HR 99-05)	<ul style="list-style-type: none"> - All full-time and part-time employees employed for at least one academic year or 12 months (not necessarily continuous) preceding the leave. The definition of "employment" includes employment at all CSU campuses as well as other California state employment. - Eligible employees are entitled to CSU FML without pay for a total of twelve (12) weeks in a twelve (12) month period. - Employees must utilize appropriate leave credits prior to going on any unpaid CSU FML. - 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.
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	Not applicable
Holiday, Credit (Article 19) (HR/Benefits 2006-09, HR/Salary 2006-18)	Holiday credit is the time credited to an employee when he/she works on a holiday and shall be determined by the Chief of Police before the holiday is worked and/or observed. Employees with at least one hundred (100) accrued hours of Holiday Credit may select in writing the method of payment for holiday compensation. Holiday Credit shall be used or paid out within one (1) year of the Holiday Credit being earned.
Holiday, Informal Time Off	As granted by the Governor.
Holiday, Personal (Article 19)	One (1) day per calendar year, forfeited if not used by 12/31.
Holiday Time Off (Article 19)	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.
Jury Duty (Article 22, HR/Benefits 2004-22)	Regular 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

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	CTO credits may be used to cover time off. Employee shall be docked for non-compensable absence.
Leave of Absence (Article 23)	Unpaid leave shall be granted at the sole discretion of the President for purposes and lengths of time the President deems appropriate. Service credit shall not be granted except when the President determines that the purpose of the leave is of benefit to the campus and expressly grants such service credit.
Maternity Leave per Education Code Section 89519 Maternity Leave (ECML)	Leave of absence for the purpose of pregnancy, childbirth or the recovery therefrom 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 Leave (Article 22) (HR/Benefits 2006-09)	Up to thirty (30) eight-hour consecutive workdays (240 hours) with pay per calendar year which shall commence within sixty (60) days after the arrival of the new child.
Military Leave - Employee (Article 22, 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 (5) 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 23) California Pregnancy Disability Leave (CPDL) (Govt. Code Section 12945[b][2])	Up to four (4) months leave for a female employee taken as any combination of paid or unpaid. Separate and distinct from the twelve (12) week family leave provision; however, may run concurrent with the period of maternity/paternity/adoption leave available to a permanent employee.
Professional Development Time	Not applicable
Sick Leave – Accrual (Article 22)	Up to eight (8) hours per qualifying month of service. Pro rata accrual for less than full-time.
Sick Leave Usage – Bereavement (Article 22)	Up to five (5) days, not to exceed forty (40) hours, per calendar year for each death.
Sick Leave Usage – Family Care (Article 22)	Up to five (5) days, not to exceed forty (40) hours per calendar year.
Sick Leave Usage – Maternity	As authorized by the appropriate administrator.

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(Article 22)	
Sick Leave Restoration (Article 22)	If an employee returns to CSU employment within six (6) months following a permanent separation, the employee's sick leave balance at the time of separation shall be restored.
State Service Crediting (Article 18)	For the purposes of computing vacation credit, an employee who works eleven (11) or more days in a monthly pay period is considered to have completed a month, a month of service, or continuous service. When an absence without pay of more than eleven (11) consecutive working days falls into two (2) consecutive qualifying monthly pay periods, one (1) of the pay periods is disqualified.
Temporary Suspension Leave	Refer to the Public Safety Officers Procedural Bill of Rights Act (Govt. Code Section 3300 <i>et. seq.</i>).
Union Business Release Time (Article 5)	Designated employees shall be granted reasonable periods of release time for participating in meet and confer sessions. Release time shall not include any compensation beyond an employee's straight-time rate of pay.
Union (Association) Leave (Article 5)	Reimbursable leave may be partial or full-time and shall not be less than one (1) day nor more than six (6) months in duration or exceed two hundred sixty (260) days per contract year for the system. An employee shall continue to earn service credit and retirement credit, and it shall not constitute a break in service for the purpose of salary adjustments, sick leave, vacation or seniority. Vacation, holiday and sick leave credits shall not accrue during such leave.
Vacation – Accrual Rate (Article 18)	Service Requirement Method. Pro rata accrual for less than full-time.
Vacation Maximum (Article 18)	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 (California Elections Code Section 14000)	Up to two (2) hours of paid time off for general, direct primary, or presidential primary elections.