



Human Resource Services

Leaves: Represented Employees

(SEIU, TCS, TEAMSTERS, UPE, SCTA)

* Family Medical Leave Act leave runs concurrently with sick leave (for an employee's illness), vacation, all other types of paid time (i.e. comp time), Workers' Compensation, and Paid Disability. In addition, Assembly Bill 109 entitles employees to use in any calendar year the employee's accrued sick leave in ~~not as~~ result



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Leave Group	Vacation	Sick Leave	Vacation Carryover & Accrual	Personal Necessity	Workers' Comp	Emergency	Bereavement	Imminent Death	FMLA*	May Request Pay For:
SEIU	1-15 Yrs = 15 Days 16+ Yrs = 20 Days	1 Day for each calendar month of service Unlimited Accrual	1-5 Yrs = 12 Days Carryover Maximum Accrual: 27 Days with 1-15 years of service. 6+ Yrs = 14 Days Carryover Maximum Accrual: 34 Days 16+ Years of Service	9 Days Deducted from sick leave accrual.	60 Days per recognized injury	2 Days Full Pay Not deducted from sick leave accrual.	4 Days Full Pay 1 Day Full Pay for travel for more than 250 miles. Not deducted from sick leave accrual.	3 Days Full Pay 2 Days sub differential pay for travel or legal issues Not deducted from sick leave accrual.	12 Weeks (if you have sick leave credits available then it will be paid) Qualify after working 12 consecutive months and at the time of request 1,250 Hours. Does not accumulate, but remaining balances may apply.	8 Days Vacation Annually Maximum payoff upon separation: 27 - 34 Days based on years of service, carryover and accrual.

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* Family Medical Leave Act leave runs concurrently with sick leave (for an employee's own illness), vacation, all other paid time (i.e. comp time), Workers' Compensation, and Pregnancy Disability. In addition, Assembly Bill 109 entitles employees to use in any calendar year the employee's accrued sick leave in not less than the amount which would be accrued during a six-month period to attend to the illness of his or her child, parent, or spouse. Employees may use up to 40 hours of unpaid leave, vacation, or comp time off each school year to participate in or day care activities. Such leave shall not exceed 40 hours in any month of the school year.



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