# **Leaves: Non-Represented Employees**

Leave Group	Vacation	Sick Leave	Vacation Carryover	Personal Necessity	Workers' Comp	Emer- gency	Bereave- ment	Imminent Death	FMLA/ CFRA*	May Request Pay Out:
SUPV	1-14 Yrs =	13 Days	40 days	9 Days	60 Days per	3 Days Full	4 Days	3 Days Full	12 Weeks	Not
	20 Days		maximum	Annually	recognized	Pay	Full Pay	Pay	Unpaid	Applicab
Supervisory	15 · X/				injury		1.5		O 1:6 6	le
Non-	15+ Yrs = 22 Days						1 Day Full Pay		Qualify after working 12	
Represented	22 Days						for travel		consecutive	
1							for more		months and	
	22 days per						than 250		at the time of	
	year for 12 month						miles.		the request 1,250 hours	
	employees								1,230 1100118	
	, ,								Exception is	
	(AR#4313.3)								CFRA for	
			Evaluated June 30 <sup>th</sup> of						"Parental"-	
			each school						Baby Bonding	
			year. All days						12 weeks paid	
			over the max						Qualify after	
			will be capped until						working 12	
			brought down						consecutive months	
		Unlimited		Deducted		Not	Not	Not	Does not	
		Accrual		from sick leave		deducted from sick	deducted from sick	deducted from sick	accumulate, but remain-	
				accrual.		leave	leave	leave	ing balances	
						accrual.	accrual.	accrual.	may apply.	

<sup>\*</sup> Family Medical Leave Act leave runs concurrently with sick leave (for an employee's own illness), vacation, all other types of paid time (i.e. comp time), Workers' Compensation, and Pregnancy Disability. California Family Rights Act runs concurrently with sick leave (for an employee's own illness and "Parental": Baby Bonding), vacation, all other types of paid time (i.e. comp time), and Workers' Compensation. Employees may use up to 40 hours of unpaid leave, vacation, or comp time off each school year to participate in school or day care activities. Such leave shall not exceed 8 hours in any month of the school year and reasonable notice must be given.



## **Leaves: Non-Represented Employees**

Leave Group	Vacation	Sick Leave	Vacation Carryover	Personal Necessity	Workers' Comp	Emer- gency	Bereave- ment	Imminent Death	FMLA/ CFRA*	May Request Pay Out
CONF Confidential Non- Represented	1-14 Yrs = 20 Days  15+ Yrs = 22 Days  22 days per year for 12 month employees  (AR#4313. 3)	Unlimited Accrual	Evaluated June 30 <sup>th</sup> of each school year. All days over the max will be capped until brought down	9 Days Annually  Deducted from sick leave accrual.	60 Days per recognized injury	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.	Not deducted from sick leave accrual.	12 Weeks Unpaid Qualify after working 12 consecutive months and at the time of the request 1,250 hours Exception is CFRA for "Parental"- Baby Bonding 12 weeks paid Qualify after working 12 consecutive months Does not accumulate, but remaining balances may apply.	Not Applicable

<sup>\*</sup> Family Medical Leave Act leave runs concurrently with sick leave (for an employee's own illness), vacation, all other types of paid time (i.e. comp time), Workers' Compensation, and Pregnancy Disability. California Family Rights Act runs concurrently with sick leave (for an employee's own illness and "Parental": Baby Bonding), vacation, all other types of paid time (i.e. comp time), and Workers' Compensation. Employees may use up to 40 hours of unpaid leave, vacation, or comp time off each school year to participate in school or day care activities. Such leave shall not exceed 8 hours in any month of the school year and reasonable notice must be given.



## **Leaves: Non-Represented Employees**

Leave Group	Vacation	Sick Leave	Vacation Carryover	Personal Necessity	Workers' Comp	Emer- gency	Bereave- ment	Imminent Death	FMLA/ CFRA*	May Request Pay Out
MGMT - WV Management With Vacation Non- Represented	22 days per year for 12 month employees  (AR#4313. 3)	13 Days  Unlimited Accrual	Evaluated June 30 <sup>th</sup> of each school year. All days over the max will be	9 Days Annually  Deducted from sick leave accrual.	60 Days per recognized injury.	Not deducted from sick leave	4 Days Full Pay  1 Day Full Pay for travel for more than 250 miles  Not deducted from sick leave	3 Days Full Pay  Not deducted from sick leave	12 Weeks Unpaid Qualify after working 12 consecutive months and at the time of the request 1,250 hours Exception is CFRA for "Parental"- Baby Bonding 12 weeks paid Qualify after working 12 consecutive months  Does not accumulate, but remain-	Not applicabl e
			capped until brought down	acciuai.		accrual.	accrual.	accrual.	ing balances may apply.	

<sup>\*</sup> Family Medical Leave Act leave runs concurrently with sick leave (for an employee's own illness), vacation, all other types of paid time (i.e. comp time), Workers' Compensation, and Pregnancy Disability. California Family Rights Act runs concurrently with sick leave (for an employee's own illness and "Parental": Baby Bonding), vacation, all other types of paid time (i.e. comp time), and Workers' Compensation. Employees may use up to 40 hours of unpaid leave, vacation, or comp time off each school year to participate in school or day care activities. Such leave shall not exceed 8 hours in any month of the school year and reasonable notice must be given.



## **Leaves: Non-Represented Employees**

Leave Group	Vacation	Sick Leave	Vacation Carryover	Personal Necessity	Workers' Comp	Emer- gency	Bereave- ment	Imminent Death	FMLA/ CFRA*	May Request Pay Out
MGMT - NV  Management Without Vacation  Non- Represented	None	8.667 hours per month for each month worked	Not Applicable	9 Days  Deducted	60 Days Per Recognized Injury	3 Day Full Pay	4 Days Full Pay  1 Day Full Pay for travel for more than 250 miles	3 Days Full Pay	12 Weeks Unpaid Qualify after working 12 consecutive months and at the time of the request 1,250 hours Exception is CFRA for "Parental"- Baby Bonding 12 weeks paid Qualify after Does not	Not Applicable
		Accrual		from sick leave accrual.		deducted from sick leave accrual.	deducted from sick leave	deducted from sick leave accrual.	accumulate, but remain- ing balances	

<sup>\*</sup> Family Medical Leave Act leave runs concurrently with sick leave (for an employee's own illness), vacation, all other types of paid time (i.e. comp time), Workers' Compensation, and Pregnancy Disability. California Family Rights Act runs concurrently with sick leave (for an employee's own illness and "Parental": Baby Bonding), vacation, all other types of paid time (i.e. comp time), and Workers' Compensation. Employees may use up to 40 hours of unpaid leave, vacation, or comp time off each school year to participate in school or day care activities. Such leave shall not exceed 8 hours in any month of the school year and reasonable notice must be given.





# **Leaves: Non-Represented Employees**

Leave Group	Vacation	Sick Leave	Vacation Carryover	Personal Necessity	Workers' Comp	Emer- gency	Bereave- ment	Imminent Death	FMLA/ CFRA*	May Request Pay Out
ROTC	Not Applicable	1 day per month	Not Applicable	9 Days	60 Days per recognized injury.	1 Day full pay	4 Days of Full Pay  1 Day of Full Pay for travel for more than 250 miles.	3 Days Full Pay	12 Weeks Unpaid Qualify after working 12 consecutive months and at the time of the request 1,250 hours Exception is CFRA for "Parental"- Baby Bonding 12 weeks paid Qualify after working 12 consecutive months	
		Unlimited Accrual		Deducted from sick leave accrual.		Not deducted from sick leave	Not deducted from sick leave	Not deducted from sick leave	Does not accumulate, but remaining balances may apply.	

<sup>\*</sup> Family Medical Leave Act leave runs concurrently with sick leave (for an employee's own illness), vacation, all other types of paid time (i.e. comp time), Workers' Compensation, and Pregnancy Disability. California Family Rights Act runs concurrently with sick leave (for an employee's own illness and "Parental": Baby Bonding), vacation, all other types of paid time (i.e. comp time), and Workers' Compensation. Employees may use up to 40 hours of unpaid leave, vacation, or comp time off each school year to participate in school or day care activities. Such leave shall not exceed 8 hours in any month of the school year and reasonable notice must be given.