



California Health Sciences University

CHSU CALIFORNIA STATE BENEFITS

I. STATE DISABILITY INSURANCE (SDI)

- A. Pursuant to the California Unemployment Insurance Code, disability insurance is payable when you cannot work because of illness or injury not caused by employment. If you are ill and cannot work, you may apply to receive State Disability (SDI) benefits that generally begin on the eighth day after you leave work. Compensation payments received through SDI may be supplemented by the use of your accumulated sick leave and/or vacation credits.

II. PAID FAMILY LEAVE (PFL)

- A. PFL does not provide an employee with a leave of absence. However, if you are entitled to a leave of absence under a state or federal law or by University policy, you may receive pay from the state for up to six (6) weeks in a twelve (12) month period to care for a parent, spouse, child, domestic partner, child of a domestic partner, grandparent, grandchild, sibling, or parent in-law, or to bond with a child. Eligibility for benefits is determined by the state.
- B. A seven calendar day waiting period exists before an employee may draw from the PFL bank. You are required to use up to two weeks accrued vacation leave prior to accessing PFL benefits.
- C. You must provide medical certification to the state establishing that a serious health condition warrants PFL coverage. The certificate must include a diagnosis and International Classification of Diseases code; the commencing date of the disability; the probable duration, and the estimated time care is needed.
- D. For bonding, PFL is limited to the first year after the birth, adoption or foster care placement of a child. A separate certification must be completed for leave associated with bonding.
- E. Benefits under PFL include approximately fifty-five percent (55%) of lost wages for employees who contribute to SDI. Employees collecting workers' compensation, unemployment or SDI are not eligible to collect PFL.

-
- Policy Owner: Human Resource
 - Effective Date: 6/30/2017
 - Approval by President Date: 6/30/2017