

FRINGE BENEFITS QUICK TIPS

<p>Vacation</p> <p>Ed Code: 45190/45197/88190/88197</p>	<ul style="list-style-type: none"> ➤ Vacation becomes a vested property right after initial 6 months of employment. ➤ Merit system (Personnel Commission) – 6 months or 130 days of paid status ➤ New employees must pass vacation thresholds in order to draw vacation pay. ➤ Upon separation, employees must be paid all unused earned vacation. ➤ California Education Code establishes vacation foundation <ul style="list-style-type: none"> ✓ 5/6 of a day for each month in paid status ✓ $5/6 = .8333$ ✓ Part-timers receive at least Ed Code pro-rate share (Sections 1-3) ➤ Longevity usually increases vacation accrual rate <p>*Check your contract for additional information</p>
<p>Holidays</p> <p>Ed Code: 45203-45206.5/55203-88206</p>	<ul style="list-style-type: none"> ➤ Classified employees are entitled to at least 11 paid holidays. ➤ In order to be paid for these holidays, the employee must be in paid status during any portion of the day immediately preceding and succeeding the holiday. ➤ Employee who work the holiday must be compensated accordingly (1 ½ pay or compensatory time, in addition to the holiday) for a complete list of holidays, please see your contract.
<p>Sick Leave</p> <p>Ed Code: 45136/45191/45202 88036/88194/88202</p>	<ul style="list-style-type: none"> ➤ Classified Employees are entitled to twelve (12) days leave due to illness or injury per year. If you work 10 months, you get 10 days of sick leave per year. ➤ Pay for sick leave must be the same as it would normally be if you had worked. ➤ Any unused sick leave earned must be carried over from year to year, until you retire or leave employment. ➤ Sick leave is not a property right. When you leave employment with your district or college, your accrued sick leave is lost...unless you're hired by another school in California within one year. They will credit you with the sick leave balance from the former district. <p>*Check your contracts for specific rules regarding usage of sick leave. You should also be aware of the rules regarding providing proof from a doctor for an illness or injury. Again, this is found in your contracts!</p>
<p>Additional Sick Leave</p> <p>Ed Code: 45196/88196</p>	<ul style="list-style-type: none"> ➤ There are two (2) types of additional sick leave available when you've used all your full-time sick leave. ➤ The first is sum-differential pay. This is when you receive the difference between your salary and what a substitute is paid to do the work. ➤ The second is half pay. This is when up to 100 days of additional sick leave is available at the half pay rate. <p>*The type of additional sick leave is negotiated into your contract. When your sick leave balances are almost exhausted, contact your chapter's leadership or your LRR for additional information on other types of illness leaves and sick leave banks.</p>

<p>Bereavement</p> <p>Ed Code: 45194/88194</p>	<ul style="list-style-type: none"> ➤ This leave gives the employee three (3) days leave, or five (5) days leave for out of state travel due to the death of an immediate family member. ➤ If the death of more than one immediate family member occurs, this leave could be taken consecutively.
<p>Pregnancy Leave</p> <p>Ed Code: 45193/88193</p>	<ul style="list-style-type: none"> ➤ The employee is entitled to a leave due to pregnancy, and/or convalescence due to child birth. ➤ Up to 4 months of mother experiences pregnancy complications (FMLA/CFRA) <p>*This leave could be paid or unpaid. The contract is key in giving a more specific and/or comprehensive description of the employee's rights.</p>
<p>Family Leave</p> <p>CA Govt Code (CFRA): 12945.2 Fed. Family Medical Leave Act of 1993</p>	<ul style="list-style-type: none"> ➤ This leave is a leave protection that could be taken due to the serious illness of the employee, or due to the birth of a child, adoption, or the placement of a foster child. ➤ This leave could also be associated with the care of an immediate family member with a serious illness. ➤ This leave is with pay only if the employee is the one with a serious illness, and there is an available illness balance. <p>*Vacation or personal necessity may also be used, with approval from the employer, to maintain paid status. Check with your chapter's leadership or LRR for additional information on FMLA and CFRA leaves.</p>
<p>Personal Necessity Leave</p> <p>Ed Code: 45207-88207</p>	<ul style="list-style-type: none"> ➤ This leave provides at least seven (7) days leave, which is deducted from your sick leave bank. ➤ Specific reasons to when personal leave could be taken are all spelled out in your contract. <p>*Additional days, beyond the seven (7) provided by law, may be negotiated into the CBA.</p>
<p>Voting Time</p> <p>Election Code Sections: 14000-14003</p>	<ul style="list-style-type: none"> ➤ When the employer is given advanced notice, the employee is able to allocate time before or after the work shift to vote. ➤ The employer may require proof. <p>*Please see the CBA and/or Election Law for additional information.</p>
<p>Military Leave</p> <p>Ed Code: 44800, 45164, 28001 Military Code: 395.1</p>	<ul style="list-style-type: none"> ➤ Members of the United States Services are entitled to military leaves of absence. ➤ The employee is entitled to thirty (30) days salary at the regular rate, and is entitled to all employment rights. ➤ The employee shall retain a job for up to six (6) months after active service. <p>*Please see your CBA or Military Code 395.1 for additional information on this leave.</p>
<p>Jury Duty Leave</p> <p>Ed Code: 44036/44037/87036</p>	<ul style="list-style-type: none"> ➤ The employee is entitled to a paid leave for purposes of serving jury duty. ➤ The rate of pay should be the employee's regular rate of pay and the employee may be required to turn in any fees paid by the courts for serving jury duty. <p>The employer is prohibited from suggesting that the employee seek exemption from Jury duty.</p>
<p>Review your contract! Your contract plays a huge role in determining your fringe benefits. The contract may have benefits that are over and above what is required by law.</p> <p>If you are interested in looking up additional California Law, including The California Education Code, please go to: http://www.leginfo.ca.gov/calaw.html.</p>	