

Article 10 Leaves Of Absence

Section 10: Family and Medical Care Leave

- b. Employees who are on unpaid FMLA leave, for purposes other than personal illness, may use no more than fifteen (15) days of accumulated sick days for pay but will not be able to go into their 100 days at 50% pay if on CFRA or FMLA. Employees will not be given medical coverage by the District if by law the District has satisfied their yearly responsibility to provide paid medical benefits under PDL, FMLA, CFRA. Such statutory family and medical leave status includes up to 12 weeks (or 60 work days) per year (referring to the 12-month period beginning on the date any family and medical leave commences) as leave of absence, due to childbirth, or adoption, commencement of foster care, or infant care of the employee's child, or the serious illness or health condition of the employee, the employee's spouse, the employee's child or the employee's parents. Leave taken for any of these reasons will be counted against the employee's annual family and medical leave entitlements provided, that the State-required leave of absence due to employee disability caused by pregnancy, childbirth and related conditions, is not credited against the 12 weeks of CFRA leave.

Marcelyn A Bible
 Marcelyn Bible, GTA
 Date

9-12-14
 Date

Howard Friedman
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8/12/14