

Temporary Disability Benefits

Benefit	Paid by	Eligibility	Length	Covers	Amount	Pensionable	Supplementation	Accrual of Paid Leave on Benefit	Benefit Taxable
Workers' Compensation (WC)ⁱ	Employer	Immediately	104 weeks within a 5 year period	Work Related	2/3rds weekly wage up to \$1,074.64 per week (2014)	No	<u>May</u> use SP, FH, CT and VA; LTD	VA and SP	No
CA Labor Code 4850 (Disability Pay)	Employer	Immediately	One year	Work Related (Sworn Peace Officer)	Full Pay	Yes	N/A	VA and SP	No
State Disability Insurance (SDI)ⁱⁱ	Employee	Immediately (8 th calendar day)	One year	Non-Work Related	55% up to \$51,324	No	<u>May</u> use SP, FH, CT and VA; LTD	VA (if supplementing) ⁱⁱⁱ , but not SP ^{iv}	No
Long Term Disability (LTD)	Employer (except MEA)	180 or 90 day elimin. period	Two years	Work or Non-Work Related	60% up to \$60,000 (180 day) or 67% up to \$90,000 (90 day)	No	<u>May</u> use SP, FH, CT and VA	No	Yes
Catastrophic Illness Program (CIP)^v	Employer (donation by other Employees)	Immediately	Indefinite (or until eligible for LTD)	Catastrophic Illness of Employee	Full Pay	Yes	N/A	VA and SP	Yes
Family Medical Leave Act (FMLA) / California Family Rights Act (CFRA)	N/A	One year and 1250+ hours in last 12 months	12 weeks	Illness of Employee or Family; Birth	N/A	N/A	<u>Must</u> use SP; <u>may</u> use VA, FH and CT	N/A	N/A
Family Care Leave^{vi}	N/A	One year	One year (discretionary)	Illness of Employee or Family; Birth	N/A	N/A	<u>May</u> use SP, FH, CT and VA	N/A	N/A
Paid Parental Leave (PPL)^{vii}	Employer (if all other paid leave exhausted)	1040+ hours	12 weeks (16 weeks if disability)	Disability or Birth	Full Pay	Yes	N/A	VA and SP	Yes
Pregnancy Disability Leave (PDL)	N/A	Immediately	4 months (<u>not</u> concurrent with CFRA)	Disability related to Pregnancy/Child Birth	N/A	N/A	<u>May</u> use SP, FH, CT and VA	N/A	N/A
Paid Family Leave (PFL)	Employee	Immediately (8 th calendar day)	6 weeks	Birth	55% up to \$51,324	No	<u>May</u> use SP, FH, CT and VA	VA (if supplementing), but not SP ^{viii}	No

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ⁱ CSC Rule 120.24ⁱⁱ Admin. Code §16.9-31ⁱⁱⁱ Admin. Code §16.11(g)^{iv} CSC Rule 120.24.11^v Admin. Code §16.9-29A^{vi} CSC Rule 120.35^{vii} Charter §A8.365^{viii} Admin. Code §16.11(g)