FMLA/CFRA and Family Leave (12.11.1 and 12.11.2)

**Family Leave (12.11.1)** - Employee made take up to six (6) days of sick leave for sickness of immediate family member

**FMLA/CFRA**

Entitled to take up to 12 works weeks of **unpaid** leave per (calendar or fiscal) year. May use sick leave, additional sick leave or personal necessity leave until applicable balances are exhausted. (See below).

**Reason for FMLA/CFRA**

- **Employee’s own serious illness/injury**
- **Serious illness/injury of the employee’s spouse, child, parent or domestic partner**

**Eligible Leave Balances while on FMLA/CFRA:**
- Sick Leave
- Additional Sick Leave:
  - Must exhaust all sick leave. 100 day count being on 11th day of absence.
  - Compensated at 50% of regular salary

Transition to unpaid leave if all available leave balances are exhausted.

**Exhausted 12 work weeks of FMLA/CFRA**

**Family Leave (12.11.2)**

**Eligibility:**
- More than one year of continuous service
- Upon mutual consent

**Length**
- Up to four month of unpaid leave in a 24 month period

**Reasons for leave:**
- Birth or adoption
- Serious illness of a natural, foster or adopted child
- Serious health condition of a parent or spouse