

**Management Personnel Plan Employees  
 (M80)**

NOTE: The following summary is intended to provide an overview of leave program information. Please refer to CSU policy for detailed program information.

Leave Type	Benefit
Absence as a Witness – Serving in the CSU's Interest (HR/Benefits 2004-22)	<p>Situation A: Normal salary for corresponding period of absence for court-subpoenaed or expert witness in the interest of the CSU. Proof of Service for state, or for federal, court fees shall be provided to the CSU to continue CSU compensation and benefits. Otherwise, an amount equal to the fees shall be deducted from the employee's salary. No vacation shall be used in such cases.</p> <p>Situation B: Federal court fees in excess of regular earnings may be retained and only an amount equal to the compensation paid the employee while on leave remitted, or if entire fees are retained by employee, time taken off shall be charged to available vacation credits, or the employee shall be docked for period of absence.</p>
Absence as a Witness – Not Serving in the CSU's Interest	Employee shall be charged vacation for time, or employee shall be docked for non-compensable absence.
Bereavement (Funeral) Leave (HR 2002-21)	Five (5) days with pay for each death of an immediate family member or significantly close relative.
Catastrophic Leave Donations (Title 5, Section 42933)	40 hours = maximum number of irrevocable vacation and/or sick leave hours to donate per fiscal year in increments of one (1) hour or more.
Catastrophic Leave – Family Care (Title 5, Section 42931)	40 hours = maximum number of irrevocable vacation hours to donate per fiscal year in increments of one (1) hour or more.
Citizen's Necessity	Not applicable
Compensating Time Off (CTO) Annual Maximum – per Collective Bargaining Agreement/MOU	Not applicable
Compensating Time Off (CTO) Maximums Pursuant to FLSA	Not applicable
Emergency Leave	Not applicable
Family Care/Medical leave CSU Family Medical Leave (CSU FML) (HR 99-05)	<ul style="list-style-type: none"> <li>- All full-time and part-time employees employed for at least one academic year or 12 months (not necessarily continuous) preceding the leave. The definition of "employment" includes employment at all CSU campuses as well as other California state employment.</li> <li>- Eligible employees are entitled to CSU FML without pay for a total of twelve (12) weeks in a twelve (12) month period.</li> <li>- Employees must utilize appropriate leave credits prior to</li> </ul>

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	<p>going on any unpaid CSU FML.</p> <ul style="list-style-type: none"> <li>- In the case of the birth or adoption/foster care of a child by the employee, leave taken shall be initiated within one (1) year of the birth or placement as appropriate.</li> </ul>
<p>Family Care/Medical Leave – Employees with Family Members in the Military            (National Defense Authorization Act (NDA), HR 2008-04)</p>	<p>The following types of leave are available:</p> <p>Up to twenty-six (26) weeks of leave to care for a covered family member who sustains a serious injury or illness in the line of duty while on active duty in the U.S. Armed Forces.</p> <p>Up to twelve (12) weeks of leave to deal with a “qualifying exigency” that arises from a covered family member’s active duty, or call to active duty, in the U.S. Armed Forces in support of a contingency operation.</p>
<p>Holiday, Alternate Day Off (ADO)</p>	<p>Not applicable</p>
<p>Holiday, Compensating Time Off</p>	<p>Not applicable</p>
<p>Holiday, Credit</p>	<p>Not applicable</p>
<p>Holiday, Informal Time Off</p>	<p>As granted by the Governor.</p>
<p>Holiday, Personal            (FSR 84-21, Title 5, Section 42920)</p>	<p>One (1) day per calendar year, forfeited if not used by 12/31.</p>
<p>Holiday Time Off</p>	<p>The number of hours of the holiday shall be determined by the hours the employee is normally scheduled to work on the day the holiday is observed.</p>
<p>Jury Duty            (HR/Benefits 2004-22)</p>	<p>Regular salary received for time spent on jury duty if Proof of Service for state, or for federal, jury duty fees are remitted to the CSU. If employee retains jury duty fees, available vacation or CTO credits may be used to cover time off. Employee shall be docked for non-compensable absence.</p>
<p>Leaves of Absence            (Title 5, Sections 43000[d] and 43100)</p>	<ul style="list-style-type: none"> <li>- Up to one (1) year paid leave for the purpose of permitting study or travel which will benefit the CSU as granted by the Chancellor for employees serving in academic, executive or academic-administrative assignments. The Trustees on recommendation of the Chancellor may grant leaves of absence with pay not to exceed one (1) year to executive employees and those serving in academic-administrative assignments in the Office of the Chancellor.</li> <li>- Upon approval of the campus President, up to two (2) years unpaid leave with requests for extension not to exceed one (1) year for each request.</li> <li>- Administrative leave may be granted by the President or Chancellor as appropriate in the event of a natural catastrophe or an emergency situation that places the health or safety of the employee in jeopardy, normally of</li> </ul>

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	short duration.
Maternity Leave per Education Code Section 89519 Maternity Leave (ECML)	Leave of absence for the purposes of pregnancy, childbirth or the recovery therefrom of a female employee. MPP employees are "at will" employees and the period of leave is determined by the employee who is entitled up to four and one-half (4 ½) months of leave without pay. The campus has the discretion to approve leave beyond the 4 ½ months of entitlement. ECML tracks with California Pregnancy Disability Leave (CPDL) and CSU Family Medical Leave (CSU FML) and an employee may utilize leave credits before going on any unpaid portion of ECML.
Maternity/Paternity/Adoption (HR 2004-23)	Up to thirty (30) consecutive days with pay which shall commence within sixty (60) days of the arrival of a new child. Upon mutual agreement and on an exception basis, the scheduling of leave may be modified to meet the operational needs of the campus.
Military Leave - Employee (Title 5, Section 43095, HR 2001-25)	Emergency, Temporary and Indefinite leaves shall be granted to employees in accordance with state and federal law.
Military Spouse/Domestic Partner Leave (Assembly Bill 392, Chapter 361, HR 2007-19)	Up to ten (10) days unpaid leave to a qualified employee who is the spouse or registered domestic partner of a member of the Armed Forces of the United States, National Guard, or Reserves serving in a combat zone or combat theater, and is on leave from deployment.
MPP Paid Administrative Leave (Title 5, Section 42729)	<p>The Chancellor or campus President may grant or place an MPP employee on paid administrative leave under any of the following circumstances. Employees continue to earn leave credits (e.g., sick, vacation) while on paid administrative leave.</p> <p>Section 42729 (a)</p> <p>Up to sixty (60) calendar days for reasons related to:</p> <ul style="list-style-type: none"> <li>- the safety or health of employees;</li> <li>- the prevention of the disruption of programs and/or operations;</li> <li>- an investigation of alleged misconduct by the employee or the employee's significant job performance issues;</li> <li>- the best interest of the University.</li> </ul> <p>The Chancellor or campus President may extend this leave for up to an additional sixty (60) calendar days.</p> <p>Section 42729 (b)</p> <p>Up to six (6) months to:</p>

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	<ul style="list-style-type: none"> <li>- develop, update or improve the employee's management or supervisory skills as part of a program or activity described in Title 5, Section 42727, or</li> <li>- prepare an administrator with retreat rights to a faculty position to assume faculty responsibilities.</li> </ul>
Organ Donor/Bone Marrow Leave (HR 2003-04)	A paid leave of absence not exceeding thirty (30) consecutive calendar days in any one (1) year period for any employee who is donating his/her organ to another person; a paid leave of absence not exceeding five (5) consecutive calendar days in any one (1) year period to any employee who is donating his/her bone marrow to another person.
Pregnancy Disability Leave California Pregnancy Disability Leave (CPDL) (Govt. Code Section 12945[b][2])	Up to four (4) months of leave for a female employee. Separate and distinct from the twelve (12) week family leave provision.
Professional Development Time (Title 5, Section 42727, Ed Code 89500)	MPP employees may participate in programs and activities determined by the appointing power to develop, update or improve the employee's management or supervisory skills, which may include professional leaves, administrative exchanges, academic coursework and seminars.
Sick Leave – Accrual (Title 5, Section 42726)	Up to eight (8) hours per qualifying pay period. Pro rata accrual for less than full-time. Sick leave may be accumulated without limits.
Sick Leave Usage – Bereavement	Up to five (5) days of accrued sick leave may be authorized by the appointing authority for each death of a person related by blood, adoption, or marriage, or any person residing in the immediate household of the employee.
Sick Leave Usage – Family Care (HR 99-05)	The use of sick leave to care for a family member may be mutually agreed to by the employee and the appropriate administrator and charged against the family medical leave entitlement.
Sick Leave Usage – Maternity	Pregnancy or any disability caused by, or contributed to, by pregnancy must be considered a justification for the use of sick leave, if a woman's condition prior to delivery is such that her doctor believes she should take leave. Childbirth is a valid reason for the use of sick leave, provided the employee is on work status, compensating time off, or vacation at the time of delivery. Ten (10) days of sick leave should be granted routinely for childbirth. Additional sick leave should be granted following childbirth if the employee is incapacitated from working.
Sick Leave Restoration	An employee returning to CSU employment within six (6) months following the date of permanent separation shall be credited by the appointing authority with the sick leave balance at the time of separation from the previous position. If the employee has been

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	appointed to a class in which sick leave is not earned, the previously earned sick leave balance, although restored, is not available for use until such time as the employee is appointed to a position in which the employee is eligible to accrue and use sick leave.
State Service Crediting (Title 5, Section 42700[aa])	For purposes of computing credit for vacation with pay, a qualifying monthly pay period means a monthly pay period during which an employee is in pay status for eleven (11) or more workdays. Omission from pay status for more than eleven consecutive workdays within two consecutive monthly pay periods bars one such period from being qualified.
Temporary Suspension Leave	Not applicable
Union Business Release Time	Not applicable
Union Leave	Not applicable
Vacation – Accrual Rate (Title 5, Section 42902)	16 hours per month for full-time employees, less than full-time shall be entitled on a pro rata basis, except that fractions of credit hours which do not equal one-third hour shall be adjusted to the next higher one-third hour. Not applicable to academic year MPP classifications.
Vacation Maximum (Title 5, Section 42909)	384 hours for ten (10) or less years of qualifying service; 440 hours for more than ten (10) years of such service.
Voting Time Off (California Elections Code Section 14000)	Up to two (2) hours of paid time off to vote at a general, direct primary, or presidential election.