

	Compensation Plan	APM	RA Unit	Federal/State	Disability Benefits*
Pregnancy Disability Leave	90 days of paid leave (full salary) for a combination of childbearing and baby bonding for birth mothers who are members of the compensation plan. May be used once per birth occurrence. (Comp plan appendix A, section VII)	APM 760-25 permits up to 4 mos unpaid leave, in accordance with PDLL. May use accruals to supplement paid leave.	Use leave accruals for paid leave (RA Unit Contract, Article 12)	FMLA unpaid leave for 12 workweeks, concurrent with up to 4 months of unpaid PDLL (CA law).	Basic Disability (UC-provided) pays up to 55%, capped at \$800/month up for to 24 weeks. ^a
Baby Bonding	Fathers may use accrued vacation for baby bonding.	APM 760-27.b, FMLA/CFRA eligible academics may use up to 12 workweeks of unpaid leave. May use accruals to supplement paid leave.	Use paid leave balances (RA Unit Contract, Article 12)	CFRA unpaid leave for 12 workweeks, concurrent FMLA (post-PDLL).	
Adoption/Foster Placement		APM 760-27.b, FMLA/CFRA eligible academics may use up to 12 workweeks of unpaid leave. May use accruals to supplement paid leave.	Use paid leave balances (RA Unit Contract, Article 12)	FMLA/CFRA unpaid leave for 12 workweeks.	
Personal Medical Leave	90 days of paid leave (full salary)/90 days of paid leave (X,X' only) once every ten years from date of hire. (Comp Plan Appendix A, section IX)	APM 710-11 permits 2-3 quarters of paid leave for personal medical illness for faculty who are not members of the compensation plan. (Non-faculty, please see APM policy for title)	Use paid leave balances (RA Unit Contract, Article 12)	FMLA/CFRA unpaid leave for 12 workweeks.	Basic Disability (UC-provided) pays up to 55%, capped at \$800/month up for to 24 weeks. ^b The Cigna benefit has a 90-day waiting period and pays up to 60% of the Y negotiated salary, capped at \$15,000/month. (Only applies to Health Sciences Comp Plan faculty) ^b
Family Care- Medical Leave	5 days of paid leave per calendar year (Comp plan appendix A, section VIII)	APM 715, FMLA/CFRA eligible employees may use up to 12 workweeks of unpaid leave.	Use paid leave balances (RA Unit Contract, Article 12)	FMLA/CFRA unpaid leave for 12 workweeks.	

**Disability Benefits may also include voluntary options selected upon hire or open enrollment*

a. Waiting periods may be satisfied using Comp Plan Childbearing Leave, sick leave, or vacation as applicable and available

b. Waiting periods may be satisfied using Comp Plan Medical Leave, sick leave, or vacation as applicable and available