

Side Letter of Agreement 2011-12.6

Article 10, Leaves State Disability Insurance for Adjunct Employees Only

In accordance with Side Letter 2010-11.3, adjunct employees shall be eligible to file with the Employment Development Department (EDD) for State Disability Insurance (SDI) in accordance with SDI filing dates and processes.

It is the responsibility of the employee to file with the EDD. The employee shall work with the District Payroll department to coordinate paid leave benefits.

For the period of April 1, 2012- June 30, 2013 an employee may integrate paid SDI leave with other available paid leaves to receive 100% of compensation. In such cases, the employee is responsible for ensuring that the total amount received from EDD and the District does not exceed 100% of the compensation the employee would have otherwise received. The employee is responsible for providing the Payroll department with weekly benefit amounts from the EDD.

SDI consists of two components, Disability Insurance and Paid Family Leave:

1) Disability Insurance (DI):

Employees who suffer a loss of wages when they are unable to work due to a non work-related illness or injury, pregnancy or childbirth, may be eligible for DI benefits.

- Disability is any illness or injury, either physical or mental, that prevents an employee from doing his or her regular or customary work. Disability also includes elective surgery, pregnancy, childbirth, or related medical conditions.
- As of March, 2012, DI benefits may be payable for a maximum of 52 weeks as determined by EDD.
- For additional information regarding State Disability Insurance, refer to www.edd.ca.gov/disability/DI_Eligibility.htm.

Disability leave may be used in conjunction with: Personal Illness and Injury Leave (Article 10.2.2), Extended Illness & Injury Leave (Article 10.2.3), or Leave for Pregnancy Disability (Article 10.6).

2) Paid Family Leave (PFL)

Employees who stop working or reduce work hours to care for a seriously ill family member or to bond with a new child may be eligible for Paid Family Leave benefits.

- Paid Family Leave includes bonding with a new child (including adoption and foster care placement), caring for an immediate family member (spouse, domestic partner, child or parent) with a serious health condition, or for the employee to take medical leave.
- As of March, 2012, PFL benefits may be payable for a maximum of 6 weeks as determined by EDD.
- For additional information regarding Paid Family Leave, refer to www.edd.ca.gov/disability/PFL_Eligibility.htm.

Paid Family Leave may be used in conjunction with the following paid leaves: Personal Illness and Injury Leave (Article 10.2.2); Personal Necessity Leave (Article 10.3); and Individual Responsibility Leave (Article 10.5).

By: _____
For Cabrillo Community College District

By: _____
For Cabrillo College Federation of Teachers
(CCFT)

Date: _____

Date: _____