**Staff Maternity Timeline and Pay**

**Pre-partum Leave**
Up to 4 Weeks

**Birth**

**Post-partum Leave**
6 weeks (Natural) or 8 weeks (C-Section)

**Family and Medical Leave Act FMLA**
(Upto 12 Weeks)

**CA Family Rights Act CFRA**
(Upto 12 Weeks) Baby Bonding

**Santa Clara University**
40% Paid Sick and Vacation (If Elected) *

Payment Received

**Matrix**
60% Paid (STD and PFL)

Payment Received

- University covers up to 40% income through paid sick & Vacation, if elected and available and 100% during unpaid leave
- 7 Day unpaid wait period
- Short Term Disability (Matrix)
- Paid Family Leave (PFL)
- Available accrued sick or vacation time can cover short term disability waiting period and any difference between normal salary and STD or PFL received.