STAFF PARENTAL LEAVE TIMELINE AND PAY

**Baby Bonding**

- **Birth**
  - 6 Weeks Paid
  - 6 Weeks Unpaid

**Family and Medical Leave Act FMLA (Up to 12 weeks)**

**California Family Rights Act CFRA (Up to 12 weeks)**

- **7 Day Wait**
- **SCU 40% Paid Sick & Vacation (if elected)**
- **100% Sick and Vacation if elected**

**Payment Received**

- **7 Day Wait**
- **MATRIX 60% Paid (STD and PFL)**
- **Unpaid**

**Payment Received**

University covers up to 40% income through paid sick and vacation, if elected and available and 100% during unpaid leave.

- 7 Day unpaid wait period
- Short Term Disability (Matrix)
- Paid Family Leave (PFL)