

UACT HOT TOPIC #1

LEAVES

Can I use Personal Necessity (PN) to see my child's play; go to a friend's wedding; take my child to college?

1

GENERALLY,

THE ANSWER IS YES.

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FOR PURPOSES OF THIS SECTION, PERSONAL NECESSITY MEANS SIGNIFICANT LIFECYCLE EVENTS OF THE MEMBER OR HIS/HER IMMEDIATE FAMILY (SUCH AS WEDDINGS, GRADUATIONS, DIVORCES, PATERNITY, BIRTHS); FAMILY EMERGENCIES WHICH ENDANGER THE SAFETY OR HEALTH OF THE IMMEDIATE FAMILY; RELIGIOUS HOLIDAY OBSERVANCES; ILLNESS OF MEMBERS OF THE IMMEDIATE FAMILY; DAMAGE OR SERIOUS THREAT TO EMPLOYEE'S PROPERTY OR THE PROPERTY OF MEMBERS OF THE IMMEDIATE FAMILY.

WHAT HAPPENS TO MY SICK DAYS WHEN I RETIRE?

YOUR SICK DAYS ARE APPLIED TO YOUR PENSION. THEY EACH ACT AS A DAY OF SERVICE IN ADDITION TO THE DAYS YOU WORKED. FOR A DEFINITION, PLEASE SEE THE CALSTRS WEBSITE:

You get ten (10) days of PN per year. they do not accrue like sick days. As with all things, if you have questions, please call the UACT Office.

[HTTP://WWW.CALSTRS.COM/POST/SERVICE-CREDIT](http://www.calstrs.com/post/service-credit)

I am about to have a baby.

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How does maternity leave work?

IT DEPENDS. IF YOU HAVE A NORMAL PREGNANCY YOU CAN USE SIX (6) WEEKS OF SICK LEAVE FOR A VAGINAL BIRTH AND EIGHT (8) WEEKS FOR A C-SECTION.

IF YOU ARE TAKEN OUT EARLY OR ARE KEPT OUT LONGER THAN THESE TWO TIME-FRAMES BY YOUR DOCTOR, IT WILL DEPEND ON THE NOTE HE/SHE WRITES.

IN BOTH OF THESE SCENARIOS IF YOU EXHAUST YOUR ACCRUED SICK LEAVE YOU WILL GO ON DIFFERENTIAL PAY WHICH IS YOUR PAY MINUS THE COST OF A SUBSTITUTE. IF YOU HAVE DISABILITY INSURANCE, IT WILL HELP BRIDGE THE GAP BETWEEN YOUR REGULAR PAY AND THE DIFFERENTIAL.

WHAT HAPPENS WHEN I RUN OUT OF SICK DAYS?

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If you are taking days for random illnesses then you will move to days without pay for each day you miss. However, if you have exhausted your days due to a major injury or illness, you will go on differential pay which is your pay minus the cost of a substitute. If you have disability insurance, it will help bridge the gap between your pay and the differential.