

City of Modesto
Integration of Accrued Leave with State Disability Insurance Benefits of
Eligible MCEA Employees

Effective January 1, 2014 to May 31, 2014

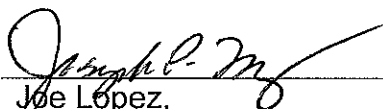
- 1) Employees who are absent from duty because of a State Disability Insurance (SDI) or Paid Family Leave (PFL) qualifying reason and have been authorized to use City paid leave benefits, sick leave, vacation, compensating time off, holidays and holiday-in-lieu time, shall be eligible to integrate the payment of State Disability Insurance benefits with such City paid leave benefits. No integration of City paid leave benefits and State Disability Insurance shall occur unless the City has approved the use of the City paid leave benefits by the employee requesting integration.
- 2) Whenever eligible employees who have accrued leave balances receive SDI/PFL benefits, the use of the accrued leave balances shall be integrated with the SDI/PFL benefits so as to provide a combined income equivalent to 100% of the regular gross income as long as such eligible disability qualifies and available leave balances are authorized by the City. An employee may opt out of integration and freeze all leave balances resulting in a leave without pay if done so in writing prior to any leave integration. Either option is irrevocable for the duration of the absence. If leave balances are frozen, the employee may elect a one-time change to integration upon extension of the original leave of absence.
- 3) Integration of leaves will not begin until the employee provides a copy of the SDI/PFL benefit award letter indicating benefit payment amounts. The amount of the SDI/PFL benefit will be deducted from the employee's next paycheck and the equivalent amount of leave hours will be credited to the employee's balances.
- 4) The following conditions shall apply where SDI/PFL benefits are integrated with accrued leave balances:
 - a) The leave balances that will be available for integration with SDI/PFL benefits and the required order of their use are: sick leave, compensating time off, holiday compensatory time, vacation, and grandfathered sick leave. Integration will continue until the employee returns to work or exhausts all leave balances.
 - b) Employee authorized voluntary deductions shall continue unless stopped by the employee so long as there is adequate income to cover deductions.
 - c) Sick leave and vacation shall accrue at the employee's usual rate during the period the employee receives the integrated leave and SDI/PFL benefits. Accruals will end if the employee exhausts all leaves even if still receiving SDI/PFL benefits.
 - d) The seniority and step increase eligibility of the employee shall continue to accrue at the employee's usual rate during the period the employee receives the integrated leave and SDI/PFL benefits.
 - e) When an employee exhausts all available City paid leave balances or opts out of integrations, the employee shall request an unpaid leave of absence from his/her department pursuant to the provisions of Personnel Administrative Order 13.6 (f). Regardless of whether the employee continues to receive SDI/PFL payments, once all

City paid leave balances are exhausted, City compensation shall cease unless the employee returns to work.

- f) The City shall continue its contributions toward the employee's health, dental, life, vision and retirement plans during the period the employee receives the integrated leave and SDI/PFL benefits.
 - g) Eligible part-time employees, shall be entitled to the integrated leave and SDI/PFL benefits of this section in the same ratio that their part-time employment has to full-time employment
- 5) Leave taken by an employee under the SDI/PFL program may be eligible for coverage under the Family, Medical and/or Pregnancy Disability Leave (FMLA) policy pursuant to Article 30. Employees are responsible for completing all required forms for FMLA leave approval. SDI and Paid Family Leave provide benefits for covered absences but do not provide for job protection or return to work rights.

For the City:


For MCEA:



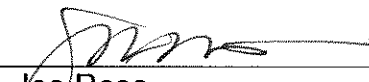
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