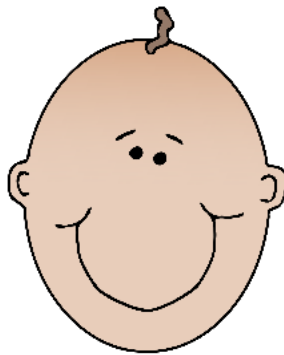




መምርሒ ናይ ሕርሲ / ኣቦነት / ናይ ስድራቤት ዕረፍቲ ኣብ ሰንታ ሮዛ ጁንየር ኮለጅ



ብኸብረትኩም ኣስተብህሉ፡- እዚ መምርሒ እዚ ብምኽንያት ምውላድ ወይ ምዕባይ / ምዕባይ ቈልዓ ዕረፍቲ ንዚወስዱ ሰራሕተኛታት እዩ። ነዚ ፓኬጅ እዚ ምስቲ ሕጂ ዘሎ ሕግታት ግዝኣትን ፈደራላውን ካሊፎርንያ ንምስምማዕ ዝከኣለና ኹሉ ንገብር እኳ እንተ ኹንና እዚ ሕግታት እዚ ወትሩ ይቀያየር ከም ዘሎ ምዝካር ኣገዳሲ እዩ። ኣብ ውሽጢ እዚ ፓኬት ዘሎ ሓበሬታ ብዘይ መጠንቀቕታ ኪቐየር ይኽእል እዩ።

ናይ ሕርሲ አባነትን ምትእስሳርን ዕረፍቲ ሳንታ ሮዛ ጁንየር ኮለጅ

ስለ ዚመጽእ ሓድሽ ምምጻእካ እንቋዕ ብይሓን መጻእካ! ሳንታ ሮዛ ጁንየር ኮለጅ ነቲ እትጽበዮ ናይ ሕርሲ / ናይ አባነት ዕረፍቲ ዚኸውን እተፈላለዩ አማራጲታት አለዎ። እዚ አቕጽልቲ እዚ አብዚ እዋን እዚ ዜደናግር ኪኸውን ከም ዚኽእል ንፈልጥ ኢና። እዚ መምርሒ እዚ አብዚ መስርሕ እዚ ንኪሕግዘካን ሓበሬታ ኪህበካን እዩ። እቲ ሓድሽ ሰብካ ኪመጽእ ብምኽኣሉ ኣዚና ኢና ተሓጉስና ነዚ ጉዕዞ እዚ ብእተኻእለካ መጠን ንኽትርድኦ ቐሊል ክንገብሮ ድማ ንደሊ ኢና።

ንዝያዳ ሓበሬታ ብኽብረትኩም ነዚ መምርሒ እዚ አንብቡ።

ብኽብረትኩም ነቲ ውዕል [AFA](#) ዓንቀጽ [18 ንመምህራን ተሓጋጋዚ መምህራንን አመሓደርቲ ትምህርትን አቕሑት ገምግሙ።](#)

ወይ

ብኽብረትኩም ነቲ [ናይ SEIU ምስጢራዊ ውዕል ዓንቀጽ 12](#) ንምስጢራዊ ሰብ ሞያ እተመደቡ አመሓደርትን ምስጢራዊ ሰራሕተኛታትን ናይ ዕረፍቲ ዕረፍቲ ገምግሙ።

ብመሰረት [SRJC Management Team Handbook](#) :- "አመሓደርቲ ትምህርቲ ነቲ አብ AFA/አውራጃ ሓባራዊ ስምምዕ ዘሎ ናይ ዕረፍቲ ምድላዎት ክስዕቡ አለዎም እተመደቡ አመሓደርቲ እተመደቡ ተጃዳደርቲ ከምኡውን ምስጢራዊ ሰራሕተኛታት ከኣ ነቲ አብ SEIU/District Local 1021 ሓባራዊ ስምምዕ ዘሎ ናይ ዕረፍቲ ምድላዎት ክስዕቡ አለዎም።"

ዓይነታት ናይ ሕርሲ / ናይ ኣቦነት ዕረፍቲ ተገሊጹ

ከብ 1 ጥሪ 2027 ጀሚሩ ዝኸፈል ናይ ጥንሲ ስንክልና ዕረፍቲ (PPDL)

(CA Education Code 87766 (ትምህርቲ) 88193 (እተመደበ))

ብምኽንያት ጥንሲ ሕርሲ ጥንሲ ጥንሲ ምቑራጽ ጥንሲ ወይ ምስኡ እተተሓሓዘ ናይ ጥዕና ኹነታት "ስንክልና ንምሕጋዝ" :: ናይ ሕክምና ወኪልካ ነቲ ናይ ጥንሲ ዕረፍቲ ስንክልና ይውስኖ። እዚ ድማ ከምቲ ወሃቢኻ ዝመደበ ቅድሚ ምውላድ ዘሎ ግዜ ዘጠቓልል ክኸውን ይኽእል እዩ።

PPDL ናይ ሕርሲ ዕረፍቲ ይሸፍን እዚ ድማ ብምኽንያት ሕርሲ ስንክልና ዝግበረሉ እዋን የመልክት።

- ክሳብ 14 ሰሙናት ናይ ምሉእ ደሞዝ ዕረፍቲ

ናይ ስድራቤትን ሕክምናዊ ዕረፍትን (FMLA) (ክፍሊ ስራሕ ሕቡራት መንግስታት ኣመሪካ)

ንናጽላ ንምትእስሳር/ንምክንኻን፣ ንምዕባይ / መዕበዪ ኣተዓባብያ ከምኡውን ምትእስሳር ቈልዓ።

ብቐዕ - 12 ኣዋርሕ ኣገልግሎትን 1,250 ሰዓታት ኣብ ዝሓለፈ ዓመት

- ክሳብ 12 ናይ ስራሕ ሰሙናት ዕረፍቲ
- ደሞዝ ዘይክፈሎ ዕረፍቲ ኣብ ደሞዝ ዝኸፈሎ ግዜ ንምቕጻል ይውዕል
- ብኣውራጃ ዝሸፈን ጥቕምታት
- ምስ CFRA ኣብ ሓደ እዋን ክካየድ ይኽእል ኢዩ

ሕገ መሰላት ስድራቤት ካሊፎርንያ (CFRA) (ኮድ መንግስቲ ካሊፎርንያ 12945.2)

ንናጽላ ንምትእስሳር/ንምክንኻን፣ ንምዕባይ/መዕበዪ ኣተዓባብያ ምቕማጥን ምትእስሳር ቈልዓ

ብቐዕ - 12 ኣዋርሕ ኣገልግሎትን 1,250 ሰዓታት ኣብ ዝሓለፈ ዓመት

- ክሳብ 12 ናይ ስራሕ ሰሙናት ዕረፍቲ
- ደሞዝ ዘይክፈሎ ዕረፍቲ ኣብ ደሞዝ ዝኸፈሎ ግዜ ንምቕጻል ይውዕል
- ብኣውራጃ ዝሸፈን ጥቕምታት
- ምስ FMLA፣ ናይ ወላዲ ወላዲ ወይ/ወይ PN ዕረፍቲ ኣብ ሓደ እዋን ክካየድ ይኽእል እዩ

ዕረፍቲ ወላዲ/ምትእስሳር ሕጻን (Ca Ed Code 87780.1 (ትምህርቲ)፣ 88196.1 (እተመደበ))

ናይ ሰራሕተኛ ውላድ ምውላድ / ምዕባይ

- ድሕሪ ሕርሲ ኣብ ዘሎ 12 ኣዋርሕ ክሳብ 12 ናይ ስራሕ ሰሙናት ዕረፍቲ
- ናይ ወላዲ ዕረፍቲ ብዝተኣከበ ናይ ሕማም ዕረፍቲ ዝወሃብ ደሞዝ ዝኸፈሎ ዕረፍቲ እዩ
- ናይ ዕረፍቲ ወይ/ወይ CTO/PTO (እተመደበ ጥራይ) ክትጥቀም ትኽእል ኢኻ።
- ናይ ሕማም ዕረፍቲ እንተ ዘይረገዱ PL Difference Fee ነቶም ዘይሸፈኑ ሰዓታት ከብ 50% ዘይበዝሕ ስራዕ ደሞዝ ይኸፈል
- ብኣውራጃ ዝሸፈን ጥቕምታት
- ምስ CFRA ኣብ ሓደ እዋን ይዓዩ

ዓይነታት ናይ ሕርሲ / ናይ ኣቦነት ዕረፍቲ ተገሊጹ

ውልቃዊ ኣድላዪነት (PN)/ዕረፍቲ ወላዲ (ካሊፎርኒያ ኮድ ኤድ)

(Ca Ed Code 87784.5 (ትምህርቲ)፣ 82207.5 (እተመደበ))

ንምውላድ ንምዕባይ ንቐልዓ ምትእስሳር

- ናይ PN ዕረፍቲ ኣብ ውሽጢ ቀዳመይቲ ዓመት ልደት ወይ ምዕባይ ክውሰድ ኣለዎ
- ኣብ ዓመት ትምህርቲ ክሳብ 30 መዓልቲ ዕረፍቲ ካብ ዝኹነ ይኹን ናይ PN መዓልቲታት ንታሕቲ
- ብእተኣከበ ናይ ሕጻን ዕረፍቲ ተጠቐምካ ምሉእ ደሞዝ ዝኸፈሎ ዕረፍቲ
- ነቲ ናይ PN ሰዓታት ንምሽፋን ናይ ሕጻን ዕረፍቲ ክህልወካ ኣለዎ
- ብኣውራጃ ዝሸፈን ጥቕምታት
- ምስ FMLA ወይ/ወይ CFRA ኣብ ሓደ እዋን ኪዓዪ ይኸእል እዩ

ዕረፍቲ ኣተዓባብያ ቁልዓ (እተመደበ ሰብ ሞያ/ውዕል SEIU ዓንቀጽ 12.13)

ሓደ ኣባል ኣሃዱ ተፈጥሮኣዊ ወይ ዘዕበዮ ወላዲ ቁልዓ ንውሉዱ ንምዕባይ ብዘይ ደሞዝ ዕረፍቲ ክሓትት ይኸእል እዩ።

ደሞዝ ዘይኸፈሎ ዕረፍቲ (ውዕል ፋኩልቲ/AFA ዓንቀጽ 18.06)

እቲ ኣውራጃ ንሓደ ኣባል መምህራን ናይ ወላዲ ዕረፍቲ ንምውሳኽ ብዘይ ክፍሊት ዕረፍቲ ክህበ ይኸእል ኢዩ

ናይ ምፍራይ ዕረፍቲ

ምንጻል ጥንሲ ምዉት ምውላድ ዘይምዕባይ ዘይተዓወተ ምትካእ ወይ "ዘይተዓወተ ሓገዝ ምፍራይ"

- ክሳብ ሓምሽተ ተኸታታሊ ናይ ሓዘን ዕረፍቲ

ደሞዝን ጥቕምታትን አብ እዋን ሕርሲ / አቦነት / ዕረፍቲ ወላዲ

ፋኩልቲ/ተሓጋጋዚ ፋኩልቲ/አመሓደርቲ ትምህርቲ (ውዕል [AFA ዓንቀጽ 18 አቕጽልቲ](#))

ናይ ጥንሲ ስንክልና ዕረፍትን ዕረፍቲ ሕርስን ንኹሉ እቲ ዝእከብ ዕረፍቲ (ናይ ሕማም ዕረፍቲ እና/ወይ ተለዋዋጢ/ናይ ምልውዋጥ ግዜ) ይጥቀም። አብ ዕረፍቲ አብ ዘለኻሉ እዋን እቲ ዘሎካ ዕረፍቲ ተወዲኡ ነቲ ዝተረፈ ግዜ ዘይህልወካ ተወሳኺ ናይ ሕማም ዕረፍቲ ብኡንብኡ ክንጥቀመሉ ኢና። አብ ትሕቲ ተወሳኺ ናይ ሕማም ዕረፍቲ ነቲ ንዓኻ ንምትካእ ናብ መተካእታ ዚኸፈል ደሞዝ ካብ ደሞዝካ ክንቈርጽ ኢና። መተካእታ እንተ ዘይተዋሂቡ ንዝኹን ይኹን ናይ ትምህርቲ ግዜ ደረጃ 1 ናይ ደሞዝካ መጠን ክንቈርጽ ኢና።

ካብ 1 ጥሪ 2027 ጀሚሩ እቲ አውራጃ ብምኽንያት ጥንሲ ወይ ሕርሲ "ስንክልና " ክሳብ 14 ሰሙን ዝኸፈል ናይ ጥንሲ ስንክልና ዕረፍቲ ክህብ ኢዩ።

ናይ ወላዲ (ቦንዲንግ) ዕረፍቲ (PL)/CFRA ንኹሉ እቲ ዘሎ ናይ ሕማም ዕረፍቲ ይጥቀመሉ። እቲ ዘሎካ ናይ ሕማም ዕረፍቲ እንተ ተወዲኡ PL Difference Pay ኣብቲ ዝተረፈ ዘይምህላውካ ብኡንብኡ ክውዕል እዩ። አብ ትሕቲ PL Difference Fee፣ ነቲ ንምትካእ እተቐጽረ ተተካኢ ዚኸፈል ደሞዝ ካብ 50% ደሞዝካ ዘይበዝሕ ክንቈርጽ ኢና። መተካእታ እንተ ዘይተዋሂቡ ደረጃ 1 ናይ ደሞዝካ ክፍሊ ንዝኹን ይኹን ዝጠፍአ ግዜ ካብ 50% ዘይበዝሕ ደሞዝካ ክንቈርጽ ኢና።

ፋኩልቲ ናይ ባንክ ጸር ናብ ናይ ሕርሲ / ናይ አቦነት ዕረፍቲ ናይ ምጥቃም አማራጺ ኣለዎም።

እቲ ናይ አውራጃ ጥቕምታት ወፊያኻ ኣብ ደሞዝ ክሳብ ዘለኻ ክቕጽል እዩ።

ምስጢራዊ ክኢላታት/እተመደቡ አመሓደርቲ/ምስጢራዊ ሰራሕተኛታት (SEIU ዓንቀጽ 12 ዕረፍቲ ምውጻእ)

ናይ ጥንሲ ስንክልና ዕረፍትን ዕረፍቲ ሕርስን ንኹሉ እቲ እተኣከበ ዕረፍቲ (ናይ ሕማም ዕረፍቲ ዕረፍቲ ካሕሳ ዕረፍቲ (CTO)/ደሞዝ ዝኸፈሎ ዕረፍቲ (PTO) ወዘተ) ይጥቀም። አብ ዕረፍቲ አብ ዝነበርካሉ እዋን እቲ ዘሎካ ዕረፍቲ ተወዲኡ ነቲ ዝተረፈ ዘይምህላውካ ናይ ምትካእ ክፍሊት ብቐጥታ ክውዕል እዩ። አብ ትሕቲ ናይ ፍልልይ ደሞዝ፣ እቲ ንዓኻ ንምትካእ ንምትካእ STNC ዝኸፈል ደሞዝ ንኹሉ ናይ ስራሕ ሰዓታት ካብ ደሞዝካ ክቐረጽ እዩ። ናይ STNC ተተካኢ እንተ ዘይተቐደረካ ኣብ ትሕቲ ናይ ፍልልይ ደሞዝ ኣብ ዘለኻሉ እዋን ምሉእ ደሞዝ ክትረክብ ኢኻ።

ካብ 1 ጥሪ 2027 ጀሚሩ እቲ አውራጃ ብምኽንያት ጥንሲ ወይ ሕርሲ "ስንክልና " ክሳብ 14 ሰሙን ዝኸፈል ናይ ጥንሲ ስንክልና ዕረፍቲ ክህብ ኢዩ።

ናይ ወላዲ (ቦንዲንግ) ዕረፍቲ (PL)/CFRA ናይ ሕማም ዕረፍቲ ይጥቀም እዩ። ናይ ሕማም ዕረፍቲ እንተ ተወዲኡ PL Difference Pay ኣብቲ ዝተረፈ ዘይምህላውካ ብኡንብኡ ይዕየየሉ። አብ ትሕቲ PL Difference Pay እቲ ንዓኻ ንምትካእ ንምትካእ STNC ዝኸፈል ደሞዝ ካብ ደሞዝካ ካብ 50% ዘይበዝሕ ደሞዝካ ክቐረጽ እዩ። ነቲ ዘሎካ ዕረፍቲ እና/ወይ CTO/PTO ናብ ናይ ሕርሲ / ናይ አቦነት ዕረፍቲ ናይ ምጥቃም አማራጺ ኣሎካ። ናይ STNC ንኡስ ክፍሊ እንተ ዘይተቐደረካ ኣብ ትሕቲ ናይ ፍልልይ ደሞዝ ኣብ ዘለኻሉ እዋን ምሉእ ደሞዝ ክትረክብ ኢኻ።

እቲ ናይ አውራጃ ጥቕምታት ወፊያኻ ኣብ ደሞዝ ክሳብ ዘለኻ ክቕጽል እዩ።

ናይ ሕርሲ ዕረፍቲ ምልክታን መምርሒታትን

እንተ ወሓደ 60-90 መዓልታት ቅድሚ ምውላድካ

- ናይ ዕረፍቲ ሕቶ ብሰብኣዊ ሃብታት ውብ ሳይት [ኣቕርብ](#)። ኣድላዪ እንተ ኹይኑ ንንውሕ ዝበለ ግዜ ዕረፍቲ ኸም ዜድልዩካ ዚድግፍ ሕክምናዊ መረጋገጺኻ እውን ከተራግፍ ትኽእል ኢኻ።
- መደብ ናይ ሕርሲ ዕረፍቲ ምስ ሊንዳ ጄይ ክኢላ ሰብኣዊ ሃብቲ ኣኼባ
- ምስ ናይ ዕረፍቲ ሕቶኻ ኣቐዲምካ እንተ ዘይቀረብካ ቅድሚ ናብ ዕረፍቲ ምኽድካ ናይ ጥንሲ ናይ ስንክልና ዕረፍቲ ምስክር ወረቐት (ገጽ 15 ርእ) ወይ ከኣ ተመሳሳሊ ሓበሬታ ዝሓዘ ናይ ሕክምና ሰራሕተኛኻ መረጋገጺ ኣቕርብ።
- ነቲ ኸፍሊ ብዛዕባ እቲ እተመደበ ዕረፍትኻ ንገሮ። ኣድላዪ እንተ ኹይኑ ነቲ ዘይምህላውካ መተካእታ ንምርካብ ኪሰርሑ ይኽእሉ እዮም።
- ናይ ሕርሲ ዕረፍቲ ንምውሳድ ናይ ድሌት ደብዳቤ ጽሓፍ ገምጋም ዕለታት ተዘርዚሩ ኣሎ እሞ ቅዳሕ ናብ ሊንዳ ጄይ ክኢላ ሰብኣዊ ሃብቲ ኣብ ljay@santarosa.edu (ኣብ ገጽ 10 ዘሎ መርኣዪ ደብዳቤ ርእ)።

ቈልዓ ምስ ተወልደ:-

- ብዛዕባ እቲ እተላእከሉ ዕለት ንሰብኣዊ ሃብታት ኣፍልጦ ምሃብ
- ብመሰረት መምርሒ ናይ ሕርሲ ዕረፍትኻ ናይ ሕክምናዊ መረጋገጺ ኣቕርብ።
- ምስ ኣውራጃ ጥቕምታት እንተ ኣልዩካ እቲ ሕጻን ካብ እተወልደሉ ዕለት ጀሚሩ ኣብ ውሽጢ 30 መዓልታት እቲ ሕጻን ኣብ መደባትካ ምእንቲ ኺውሰኽ ምስ ክኢላ ሰብኣዊ ሃብቲ ጥቕምታት ተራኽብ።

ናብ ስራሕ ክትምለስ ምስ ተዳለኻ

- ካብ ወሃቢ ናይ ሕክምና ፍቓድ (ኣድላዪ እንተ ኹይኑ) ናብ ሰብኣዊ ሃብቲ ኣቕርብ። ድሕሪ ስንክልና ዕረፍቲ ናብ ስራሕ ትምለስ እንተ ኼንካ እዚ ዮድሊ። ካብ ናይ ሕጻን ዕረፍቲ ናብ ስራሕ ንምምለስ ተወሳኺ ናጻ ኣዮድልዩካን እዩ።

መምርሒ ናይ ኣቦነት ዕረፍቲ

- ብኢንተርኒት ኣቢልካ ናይ [ዕረፍቲ ሕቶ ኣቕርብ](#)።
- ኣኼባ ናይ ኣቦነት ዕረፍቲ ምስ ሊንዳ ጄይ ክኢላ ሰብኣዊ ሃብቲ
- ናይ ኣቦነት ዕረፍቲ ንምውሳድ ናይ ድሌት ደብዳቤ ጽሓፍ፣ ገምጋም ዕለታት ተዘርዚሩ ናብ ሓለፃኻ ኣቕርብ፣ ቅዳሕ ድማ ናብ ሊንዳ ጄይ፣ ሰብኣዊ ሃብታማት (ኣብ ገጽ 10 ዘሎ መርኣዪ ደብዳቤ ርእ)።

ናይ ጡብ ቦታታት

ሳንታ ሮዛ ጁኒየር ኮለጅ ንመምህራንን ሰራሕተኛታትን ጡብ ብምጥባው ንሕጻናት ጸባ ንኼጥብዉሉ ወይ ጸባ ንኺገልጹ ዜኸእሎም ናይ ብሕቲ ክፍልታት ብምሃብ ይድግፎም።

ጡብ ዘጥቡ ሰራሕተኛታት ጸባ ጡብ ንምግላጽ ካብ መሳርሕቶም ወይ ካብ ህዝቢ ጣልቃ ዘይኣቱ ብሕታዊ ዝኹን ሽቓቕ ወጻኢ ካልእ ቦታ ክወሃቦም ኢዩ።

ጡብ ዘጥቡ ሰራሕተኛታት እቲ ሰራሕተኛ ኣብ ዝደልዮ ነፍሲ ወከፍ ግዜ ጸባ ጡብ ንምግላጽ "ምክንያታዊ ናይ ዕረፍት ግዜ" ክወሃቦም ኢዩ። እዚ ድማ ናብቲ እተመደበ ቦታ ብእግሪ ንምክድ መሳርሒታት ንምድላው ጸባ ንምጽራይ ከምኡውን ጸባ ጡብ ንምክዛን ግዜ ዘጠቓልል ኢዩ።

እቶም ዘጥቡ ሰራሕተኛታት ጸባ ንምክዛን ዝምሽእ መሕጸቢ ነብስን መዝሓሊን ክረኽቡ ኢዮም።

እዞም ዝስዕቡ ኣድራሻታት ካብ ሰኑይ ክሳዕ ዓርቢ ካብ ሰዓት 8 ናይ ንግሆ ክሳዕ ሰዓት 5 ድሕሪ ቐትሪ ይርከቡ።

ካምፓስ ሳንታ ሮዛ

ኣገልግሎት ጥዕና ተመሃሮ - [**ህንጻ በርቶሊኒ 3ይ ደርቢ ክፍሊ 323**](#)

ብኸብረትኩም ምስ ኪምበርሊ ስታርኬ ብቑጽሪ 707-527-4276 ተራኽብ ወይ [**ድሕሪ ሰዓታት ደገፍ ንምርካብ**](#) kstarke@santarosa.edu ደውሉ።

ካምፓስ ፔታሎማ

[**ሪቻርድ ኮል ህንጻ ክፍሊ 611**](#) (ዓርቢ ካብ ሰዓት 8 ናይ ንግሆ ክሳዕ ሰዓት 12 ድሕሪ ቐትሪ ክፋት እዩ)

ብኸብረትኩም ምስ ደኒስ ኩፐር ብቑጽሪ 707-778-4187 ተራኽብ ወይ [**ድሕሪ ሰዓታት ደገፍ ንምርካብ**](#) dcooper@santarosa.edu ደውሉ።

ሕርሻ ሾን

[**ኣር. ኤል. ቶማስ ክፍሊ 181**](#)

ብኸብረትኩም ምስ ኮኖር ሙርሬ ብቑጽሪ 707-535-3702 ተራኽብ ወይ [**ድሕሪ ሰዓታት ደገፍ ንምርካብ**](#) cmurphy2@santarosa.edu ደውሉ ።

ሮዝላንድ

[**Heritage Hall, Room 112**](#) (ሰዓታት፡- M-TH 10 am-7pm; ዓርቢ 10 am-5pm)

ብኸብረትኩም ምስ ሄክተር ደልጋዶ ብ707-527-4695 ተራኽብ ወይ [**ድሕሪ ሰዓታት ደገፍ ንምርካብ**](#) hdelgado@santarosa.edu ደውሉ።

ማእከል ስልጠና ህዝባዊ ድሕንነት

[**ህንጻ 100 ክፍሊ 118**](#)

ብኸብረትኩም ምስ ጆሽ ኣዳምስ ብ707-524-1731 ወይ jadams2@santarosa.edu; ወይ ዶና ፕራክ ብ707-836-2905 ወይ [**ድሕሪ ሰዓታት ደገፍ ንምርካብ**](#) dprak@santarosa.edu ተራኽቡ።

ብተደጋጋሚ ዝሕተቱ ሕቶታት

- ጥንስቲ ምዃነይ ጥራይ እየ ፈለጠ። እንታይ ክገብር?
 - ✓ ብዝተኻለሉ መጠን ቀልጢፍካ ንክፍሊትካ ኣፍልጦ ሃቦ።
 - ✓ ናይ ዕረፍቲ ሕቶ በቲ ናይ ሰብኣዊ ሃብቲ [ዕረፍትን መሕደሪ ሕቶን ገጽ ኣቢልካ ምስክር ወረቐት ናይ ክንክን ጥዕና \(ገጽ 13 ርእ\) ወይ እንተ ኣልዩ ካብ ወሃቢ ሕክምናዊ መረጋገጺ ኣቕርብ።](#)
 - ✓ ምስ ተወሰንካ ብኡንብኡ ንኣለቓኽ ናይ ዕረፍቲ ፍቓድ ፎርም ቅዳሕ ናብ ሰብኣዊ ሃብቲ ኣቕርብ (ንመርኣዪ ፎርም ኣብ ገጽ 10-11 ርእ)
- ንኽንደይ ዝኣክል ግዜ ክሰርሕ እኽእል?
 - ✓ እቲ ናይ ሕክምና ሰራሕተኛኽ ክሳብ ዝፈቐደልካ ክትሰርሕ ትኽእል ኢኻ። ሓንሳእ እቲ ወሃቢ ካብ ስራሕ ምስ ኣውጽኣካ ብምኽንያት ናይ ኣውራጃ ሓላፍነት ጉዳያት ኣብ ቦታ ወይ ኣብ ገዛኽ ክትሰርሕ ኣይትኽእልን ኢኻ።
- ክሳብ ዚመጽእ ወርሒ ኣይኮንኩን ዚመጽእ ዘለኹ ግን እቲ ሓኪመይ ካብ ስራሕ ኣውጺኡኒ እዩ። እንታይ ክገብር?
 - ✓ ኣብ መዝገብ እንተ ዘይኮይኑ ብኽብረትካ ናይ ዕረፍቲ ሓበሬታኽ ተዘርዚሩ ዘሎ ናይ ሕክምና መረጋገጺ ናብ ሰብኣዊ ሃብቲ ኣቕርብ።
- ወደይ ተወሊዱ! ሕጂ እንታይ?
 - ✓ ሓድሽ ናይ ሓገስካ ጥቕላል ተሓጎስ! ☺
 - ✓ ብዛዕባ እቲ እተወልደሉ ዕለት ንሰብኣዊ ሃብታት ኣፍልጦ ኣድላዪ እንተ ኹይኑ ድማ ኣብቲ ናይ ሓቂ ዕለት ልደት ተመርኩስካ እዋናዊ ሕክምናዊ መረጋገጺታት ኣቕርብ።
 - ✓ ምስ ኣውራጃ ጥቕምታት እንተ ኣልዩካ ኣብ ውሽጢ ናይ መጀመርታ 30 መዓልታት እቲ ሕጻን ኣብ መደባት ጥቕምታት ምእንቲ ኺውሰኽ ምስ ክኢላ ሰብኣዊ ሃብቲ ተራኽብ።
- ናይ ሕርሲ ዕረፍታይ ንኽንደይ ዝኣክል ግዜ እዩ ዚጸንሕ?
 - ✓ ነፍሲ ወከፍ ጥንሲ እተፈልየ ስለ ዝኹን እቲ ሓኪም ካብ እትውለድ ንምሕዋይ ንውሓት እቲ ኹብ ስራሕ እትወጽኣሉ ግዜ ኺውስን እዩ። ስራዕ ናይ ሕርሲ ዕረፍቲ መብዛሕትኡ ግዜ ድሕሪ ቄሳሪያን 6 ሰሙን ወይ 8 ሰሙን እዩ። እቲ ሓኪምካ ውሉድካ ቕድሚ ምውሉድካ ወይ ድሕሪ ምውሉድካ ተወሳኺ ግዜ ኹም ዜድልየካ ኺውስን ይኽእል እዩ። እዚ ብሓኪም ዚምራሕ ናይ ሕክምና ውሳኔ እዩ።
- መዓስ እየ ናብ ስራሕ ክምለስ ዝኽእል?
 - ✓ እቲ ሓኪም ምስ ፈታሕካ ቀልጢፍካ ናብ ስራሕ ክትምለስ ትኽእል ኢኻ።
- እቲ ሓኪም ካብ ዕረፍቲ ሕርሲ ምስ ኣውጽኣኒ ቊሩብ ዝነውሐ ግዜ ኽጸንሕ እንተ ይልየኽ?
 - ✓ ምስ ውሉድካ ንምትሕብባር ካብ ስራሕ ክትወጽእ ክትሓትት ትኽእል ኢኻ። "ናይ ምትእስሳር ዕረፍቲ" ኣብ ትሕቲ CFRA/ናይ ወላዲ ዕረፍቲ ይሸፈን፣ እዚ ድማ ምስ ሓደ ናጽላ ወይ ንምዕባይ / መዕበዪ ኣተዓባብያ እተዋህበ ቄልዓ ንምትሕብባር ተወሳኺ 12 ሰሙን ዕረፍቲ ይፈቅድ። እዚ ዕረፍቲ እዚ እቲ ሕጻን ካብ ዚውለድ ወይ ካብ ምዕባይ / መዕበዪ መዓልቲ ኣብ ውሽጢ ሓደ ዓመት ኪውሰድ ኣለዎ።
- ካብ ናይ ሕርስን ናይ ወላድን ዕረፍቲ ዝነውሐ ግዜ ክጸንሕ ይከኣል ድዩ?
 - ✓ እወ።
 - ዘይተኸፍለ/ናይ ቄልዓ ናይ ምዕባይ ዕረፍቲ ክትሓትት ትኽእል ኢኻ። እዚ ዘይክፈሎ ዕረፍቲ እዩ፣ ኣብቲ ግዜ እቲ ድማ ዝኹን ይኹን ክፍሊት ጥቕምታት ንምቕጻል ሓላፍነት ክትወስድ ትኽእል ኢኻ።
 - ክትሸፍን ዘሎካ ናይ ሕማም ዕረፍቲ እንተ ኣልዩካ ክሳብ 30 መዓልቲ ዕረፍቲ ዝህብ ናይ ብሕቲ ኣድላዪ ዕረፍቲ ክትሓትት ትኽእል ኢኻ።
- መጻምድተይ/መጻምድተይ እውን ኣብ SRJC ይሰርሕ እዩ። ነፍሲ ወከፍ ናይ 12 ሰሙን "ናይ ምትእስሳር ዕረፍቲ" ናይ ምርካብ መሰል ኣሎና?
 - ✓ እወ ኣብ ትሕቲ FMLA ከምኡውን CFRA ነፍሲ ወከፍ ኣባል ኣሃዱ ናይ 12 ሰሙን ዕረፍቲ ናይ ምርካብ መሰል ኣለዎ።

ብተደጋጋሚ ዝሕተቱ ሕቶታት

- ኣብ ዕረፍቲ ኸለኹ ናይ ሕማም ዕረፍትን ዕረፍትን እረክብ ድዩ?
 - ✓ እወ ናይ ሕማም ዕረፍትካን ናይ ዕረፍቲ መሽፈሊትካን ኣብ ደሞዝ ዝሸፈሎ ደረጃ ኣብ ዘለኹሉ እዋን ክቕጽል ኢዩ ኣድላዪ እንተ ኹይኑ ድማ ኣብ ዕረፍትኻ ክውዕል ኢዩ።
- እቲ ዝኣከብክዎ ግዜ ንዕረፍታይ ኣይሸፍኖን እዩ። ሽቡ ከመይ ገይረ እዩ ዝሸፈን ዘሎኹ?
 - ✓ ሓንሳእ ናይ ሕማም ዕረፍቲ ምስ ተወድኦ ተወሳኺ ናይ ሕማም ዕረፍቲ (ምስክር ወረቓቕቲ/ኣካዳሚያዊ ኣመሓደርቲ)፣ ናይ ምትካእ ፍልልያት ደሞዝ (እተመደበ/ምምሕዳር) ወይ ናይ ወላዲ ዕረፍቲ ተወሳኺ ናይ ሕማም ዕረፍቲ ወይ ናይ ወላዲ ዕረፍቲ ፍልልይ (ኣብ ትሕቲ ናይ ወላዲ ዕረፍቲ) ንዝተረፈ ናይ ዕረፍቲ ዕረፍቲ ብቑዕ ክትከውን ትኽእል ኢኻ። ዕረፍቲ፣ CTO እና/ወይ PTO (ዚምልከት እንተ ኹይኑ) ምሉእ ደሞዝ ዚሸፈሎ ደረጃ ንምቕጻል እውን ኪውዕል ይኽእል እዩ።
- ውላደይ ኣዘዩ ሓሚሙ እዩ። እንተ ውሓደ ንሓደ ወርሒ ኣብ NICU ኪጸንሑ እዮም። ዕረፍቲ ንምሸፋን እተኣከበ ግዜ ኣጥፊኦ እዩ። ኣማራጺታት ኣሎኒዶ?
 - ✓ እወ። ንስኻ ወይ ውላድካ ክረጋገጽ ዝከኣል "ነዊሕን ንህይወት ዘስግእን" ናይ ሕክምና ጸገም እንተ ኣልዩካ ናይ ሓደገኛ ዕረፍቲ ክትረክብ ትኽእል ኢኻ። እዚ ድማ ንዕረፍቲ ክሳብ 46 መዓልቲ ንፋኩልቲ ወይ ክሳብ ክልተ ወርሒ ንእተመደቡ ሰብ ሞያ ክትጥቀም ይፈቐድ።
- በዓላት ወይ ናይ ስራሕ ዘይኩነ መዓልታት ምስ ዕረፍታይ ይቑጽር ድዩ?
 - ✓ ኣይፋልን. ንናይ ስራሕ ዘይኩነ መዓልታት ናይ ሴሚስተር ዕረፍቲ ወይ በዓላት ንዕረፍቲ ኣይንከፍልን ኢና። ንዕላማታት FMLA ከምኡውን CFRA ሓደ ስራሕተኛ ኣብ ትሕቲ FMLA ወይ CFRA ናይ ሓደ ሰሙን ዕረፍቲ እንተ ወሲዱ እሞ ኣብ ሰሙን ዕረፍቲ እንተ ኣጋጢሙ እቲ በዓል ኣብ ኣጠቓቕማ FMLA/CFRA ይቑጽር።
- ኣብ ዕረፍቲ ኣብ ዝጸንሓሉ እዋን እንታይ እዩ ዚኸውን?
 - ✓ ደሞዝ ዝሸፈሎ ዕረፍቲ ኣብ ዝህልወሉ እዋን እቲ ናይ ጥቕምታት ሽፋን ክቕጽል እዩ። ንንውሕ ዝበለ ግዜ ብዘይ ክፍሊት ዕረፍቲ እንተ ወሲድካ ንዝኹነ ይኹን ናይ ጥቕምታት ክፍሊት ናይ ምቕጻል ሓላፍነት ክትወስድ ትኽእል ኢኻ።
- ካብ 1 ጥሪ 2027 ጀሚሩ ሓደሽ ደሞዝ ዝሸፈሎ ናይ ጥንሲ ዕረፍቲ (PPDL) ብቑዕ ድዩ?
 - ✓ እወ ብምኽንያት ጥንሲ ወይ ሕርሲ ስንኩል እንተ ኳንኪ ኣብ ትሕቲ መምርሒ ናይ ሕክምና ኣወሃድቲ እንተ ኳንኪ።
- ኣብ ኣውራጃ ንሓደ ዓመት ኣይሰራሕኩን ወይ/ወይ ንFMLA/CFRA ብቑዕ ኣይኩንኩን። ናይ ሕርሲ ዕረፍቲ ብቑዕ ድዩ? ናይ ወላዲ ዕረፍቲ ብቑዕ ድዩ?
 - ✓ ብመሰረት መምርሒ ናይ ሕርሲ ዕረፍቲ ክትረክብ ትኽእል ኢኻ።
 - ✓ ካብ 1 ጥሪ 2027 ጀሚሮ ናይ ደሞዝ ዝሸፈሎ ናይ ጥንሲ ዕረፍቲ ክትረክብ ትኽእል ኢኻ
 - ✓ ኣብ ትሕቲ ኮድ ትምህርቲ CA ናይ ወላዲ ዕረፍቲ ክትረክብ ትኽእል ኢኻ።
 - ✓ ክሳብ 30 መዓልቲ ናይ ብሕቲ ኣድላዪ ዕረፍቲ ክትወስድ ትኽእል ኢኻ (ካብ እተጠቐመሉ ናይ PN መዓልታት ንታሕቲ)። ነቲ ዕረፍቲ ንምሸፋን ናይ ሕማም ዕረፍቲ እንተ ኣልዩካ (ኣጠቓቕማ ናይ ሕማም ዕረፍቲ ኣብተን ናይ መጀመርታ ሽዱሽተ ኣዋርሕ ስራሕ ውሱን እዩ) ።
 - ✓ ናይ መጀመርታ ሽዱሽተ ኣዋርሕ ስራሕካ ምስ ሓለፈ ዝኹነ ይኹን ዕረፍቲ ክትጥቀም ትኽእል ኢኻ
- ብምኽንያት ጥንሲ ካብ እተመደብክዎ መቼሚ ማካይን ናብ ክፍላይ ብእግረይ ክኸይድ ኣይከእልን እዩ። ዝቐረበ መቼሚ ማኪና ኸረክብ እኽእል ድዩ?
 - ✓ እወ ምስ ጥንሲ እተተሓሓዘ ጉዳያት ርትዓዊ መዕረፊ ንህብ ኢና።
- ኣብ ዕረፍቲ ኣብ ዝጸናሕኩሉ እዋን ብዛዕባ ደሞዝ ምስ መን ክዘራረብ እኽእል?
 - ✓ እቲ [ናይ ደሞዝ](#) ክፍሊ ናይ ደሞዝ ሓበሬታ ኣብ ምሃብ ክሕግዘካ ይኽእል እዩ።
- ሕጂ እውን እንተ ኹነ ተደናጊረ ኣለኹ፣ ንኻልእ ሕቶታታይ መን ኪምልሶ ይኽእል?
 - ✓ በጃኻ [ምስ ሊንዳ ጄይ](#) ክኢላ HR ተራኽብ

ናይ ሕርሲ / ኣቦነት / ናይ ወለዲ / ናይ ምትእስሳር ዕረፍቲ

ስም _____

ክፍል:- _____

ተቋሚያ:- _____

_____ እተመደበ ሞያ _____ ምስጢራዊ
_____ እተመደበ ኣመሓዳሪ _____ ኣመሓዳሪ ትምህርቲ
_____ ፋኩልቲ _____ ተሓጋጋዚ ፋኩልቲ _____ ኣሃዱ B

እዚ ኣብ ታሕቲ ተዘርዚሩ ዘሎ ናይ ዕረፍቲ ዕላማይ እዩ። ኩሉ ዕለታት ኣብ ናይ ጥዕና ሽንታት እተመርኩሰ ስለ ዝኹን ክሳብ ተወሳኺ ምልክታ ግምታዊ እዩ።

ኩሉ እቲ እተኣከበ ኣቑጽልቲ ኣብ ዕረፍቲ ከም ዝውዕል እፈልጥ ኢየ ። እዚ ግዜ እዚ ኣብታ ቐዳመይቲ ናይ ዕረፍቲ መዓልቲ ይጅምር ክሳብ መወዳእታ እቲ ኣብ ታሕቲ ተገሊጹ ዘሎ ድማ ክዝርጋሕ ኢየ።

ዕለተ ልደት/ዕለት/ቦታ:- _____

ዓይነት ፍቓድ ዝሕተት (ንኩሉ እቲ ዝምልከቶ ኣረጋግጽ)

ናይ ጥንሲ ዕረፍቲ (PDL) (ቅድሚ ምውላድ ሕጻን)

ምጅማር _____ መወዳእታ _____
ምሉእ _____ ወይ ክፈል ዕረፍቲ _____ (ኣብ ሰሙን _____ ሰዓታት ዕረፍቲ ይወስድ)

ናይ ሕርሲ ዕረፍቲ (ናይ ስድራቤት ሕክምናዊ ዕረፍቲ (FMLA)) (ድሕሪ ምውላድ ሕጻን)

ምጅማር _____ መወዳእታ _____
ምሉእ _____ ወይ ክፈል ዕረፍቲ _____ (ኣብ ሰሙን _____ ሰዓታት ዕረፍቲ ይወስድ)

ካብ 1.1.2027 ጀሚሩ:- ደሞዝ ዝኸፈሎ ናይ ጥንሲ ዕረፍቲ (PPDL)

(ብምኽንያት ጥንሲ ወይ ሕርሲ ስንክልና ዚህልወካ)

ምጅማር _____ መወዳእታ _____
ምሉእ _____ ወይ ክፈል ዕረፍቲ _____ (ኣብ ሰሙን _____ ሰዓታት ዕረፍቲ ይወስድ)

ዕረፍቲ ወለዲ/ምትእስሳር ሕጻን:-

ናይ ካሊፎርንያ ናይ ስድራቤት መሰላት ዕረፍቲ (CFRA)

ናይ ወለዲ ዕረፍቲ (ካሊፎርንያ ኮድ ኤድ)

ምጅማር _____ መወዳእታ _____
ምሉእ _____ ወይ ክፈል ዕረፍቲ _____ (ኣብ ሰሙን _____ ሰዓታት ዕረፍቲ ይወስድ)

ውልቃዊ ኣድላዪነት (PN) ዕረፍቲ (CA Ed Code)

ምጅማር _____ መወዳእታ _____
ምሉእ _____ ወይ ክፈል ዕረፍቲ _____ (ኣብ ሰሙን _____ ሰዓታት ዕረፍቲ ይወስድ)

ናይ ሕርሲ / ኣባነት / ናይ ወላዲ / ናይ ምትእስሳር ዕረፍቲ

ዓይነት ፍቓድ ዝሕተት (ንኹሉ እቲ ዝምልከቶ ኣረጋግጽ)

"ብዘይ ክፍሊት ናይ ኣተዓባብታዊ ቁልዓ ዕረፍቲ (LWOP)" (SEIU §12.9 AFA §18.06)

እዚ "ብዘይ ክፍሊት ናይ ኣተዓባብታዊ ቁልዓ ዕረፍቲ" ብዘይ ክፍሊት ዕረፍቲ እዩ። ናይ ጥዕና ጥቕምታትካ ብኣውራጃ ኣይክፈልን እዩ፤ ስለዚ ኣብዚ እዋን እዚ ናይ ጥዕና መድሕን ክፍሊት ናይ ምኽፋል ሓላፍነት ኣሎካ።

ምጅማር _____ መወዳእታ _____

ምሉእ _____ ወይ ከፊል ዕረፍቲ _____ (ኣብ ሰሙን _____ ሰዓታት ዕረፍቲ ይወስድ)

ምስ ኣውራጃ ረብሓታት እንተ ኣልዩካ

ኣነ ኣብ ዝነበርኩሉ እዋን፡፡፡፡፡፡

- ✓ ... ኣብ ደሞዝ ዝኸፈሎ ናይ ጥንሲ ስንክልና ዕረፍቲ (ካብ 1.1.27 ጀመሩ) ካብ ጥንሲ/ሕርሲ ንክሓዊ ምሉእ ብምሉእ ኣብ ትሕቲ ሕክምናዊ መረጋገጺ ክኸፈል እዩ።
- ✓ ... ኣብ ትሕቲ ዝኹነ ይኹን ዓይነት ደሞዝ ዝኸፈሎ ዕረፍቲ ናይ ጥዕና ጥቕምታት ብኣውራጃ ክኸፈል ኣይ
- ✓ ... ኣብ ዘይተኸፍለ ዕረፍቲ ናይ ጥዕና ጥቕምታት ብኣውራጃ ኣይክፈልን እዩ ኣብዚ እዋን እዚ ድማ ነቲ ናይ ፕሪሚየም ክፍሊት ሓላፍነት ክወስድ እኽእል እዩ

ኣብ ትሕቲ ተወሳኺ ናይ ሕማም ዕረፍቲ (SSL)/መተካእታ ፍልልያት ደሞዝ (DP) ተረዲኡኒ ኣሎ፡-

- ☐ (ምስጢራዊ/ምስጢራዊ) ኣብ ዕረፍቲ ኸለኹ ተተካኢ ቈጺርካ፡፡ ስለዚ ነቲ ተተካኢ ዚኸፈል ዝኹነ ይኹን ደሞዝ ካብ ደሞዝ ኪቑረጽ እዩ።

- ኣብ ትሕቲ ናይ ወላዲ ዕረፍቲ (PL) እቲ ምንካይ ካብ 50% ደሞዝ ኣይበዝሕን እዩ።

ወይ/ወይ

- ☐ ኣብ ዕረፍቲ ኸለኹ መተካእታ ቈጺርካኒ ኢኹ፡፡ ስለዚ ቅድሚ እቲ ናይ PL Difference Fee ግብረ ቅድሚ ምውጻእ ነዚ ዕረፍቲ እዚ ክጥቀሙ ኣይከክቡን እዮ።

ወይ

- ☐ ንዓይ ንምትካእ መተካእታ ኣይኪቈጽርን እዩ፡፡ ስለዚ
 - እተመደቡ ሰብ ሞያታት፡- ኣብዚ እዋን እዚ ምሉእ ደሞዝ ክረክብ እዩ
 - ኣባላት መምህራን፡- ንዝኹነ ይኹን ዝጠፍኡ ናይ ትምህርቲ ግዜ ብደረጃ 1 ናይ ደሞዝ ክፍለይ ክቑረጽ እዩ።ኣብ ትሕቲ ዕረፍቲ ወላዲ እንተ ኹይኑ እቲ ምንካይ ካብ 50% ደሞዝ ኣይበዝሕን እዩ።

ከም ኣድላይነቱ ንሰብኣዊ ሃብቲ ሕክምናዊ መረጋገጺ ኽህበ እዩ። ሰብኣዊ ሃብቲ ነቲ ዘድሊ ናይ ዘይምህላው ፎርም ከም ዝመልእን ብቐዕ ምኽኒይን ፍቓድ ከም ዝወጽእን ከም ዘረጋግጽን ተረዲኡኒ እዩ።

ናብ ስራሕ ክምለስ እዩ ዝደሊ _____

ክታም

ዕለት

ብክብረትኩም ናብ ተጃጻፊኻን ናብ ሲሲ ሰብአዊ ሃብትን አቕርቡ።

አብነታት ናይ ጥንሲ ግዜ

አብ ታሕቲ አብ ታሕቲ ዘሎ አብነታት ኣይይ ካብ 1 ታሕሳስ ጀሚራ ናይ ምውዳእ ዕለት ኣለዎ።

እቲ ሓላዪኣ ብ15 ሕዳር ናይ ጥንሲ ስንክልና ዕረፍቲ ኣውጽኦ።

እቲ ሕጻን ብ12 ታሕሳስ ተወሊዱ ኣይይ ድማ ብ30 ጥሪ ካብ ጥንሲ ትወጽእ።

ኣይይ ንዓሰርተው ክልተ ሰሙን ቈልዓ ኽትተኣሳሰር ሓተተት።

ፋኩልቲ / ተሓጋጋዚ ፋኩልቲ

15 ሕዳር ኣብ ዕረፍቲ ተዋህበ	12 ታሕሳስ እተወልደ ሕጻን	ካብ 1 ጥሪ 2027 ጀሚሩ	ናይ ምትእስሳር ዕረፍቲ
ናይ ጥንሲ ስንክልና ዕረፍቲ (PDL) ካብ 15 ሕዳር ክሳብ ዕለት ልደት	ናይ FMLA ናይ ሕርሲ ዕረፍቲ ካብ 12 ታሕሳስ ክሳብ 31	ደሞዝ ዝኸፈሎ ናይ ጥንሲ ስንክልና ዕረፍቲ ካብ ጥሪ 1 - 31	CFRA/ዕረፍቲ ወላዲ (PL) 1 ለካቲት – 23 ሚያዝያ
ኣብ እዋን PDL ከምኡውን FMLA እቲ ሰራሕተኛ ነቲ ዘሎ ናይ ሕመም ዕረፍቲ ወይ/ወይ ተወሳኺ ናይ ሕመም ዕረፍቲ ይጥቀም		ምሉእ ደሞዝ ዚኸፈሎ ዕረፍቲ (እተኣከበ ግዜ ዘይምጥቃም)	ኣብ እዋን CFRA/ወላዲ እቲ ሰራሕተኛ ነቲ ዘሎ ናይ ሕመም ዕረፍቲ ወይ PL ተወሳኺ ናይ ሕመም ዕረፍቲ ክጥቀም ኢዩ

እተመደበ ሞያ

15 ሕዳር ኣብ ዕረፍቲ ተዋህበ	12 ታሕሳስ እተወልደ ሕጻን	ካብ 1 ጥሪ 2027 ጀሚሩ	ናይ ምትእስሳር ዕረፍቲ
ናይ ጥንሲ ስንክልና ዕረፍቲ (PDL) ካብ 15 ሕዳር ክሳብ ዕለት ልደት	ናይ FMLA ናይ ሕርሲ ዕረፍቲ ካብ 12 ታሕሳስ ክሳብ 31	ደሞዝ ዝኸፈሎ ናይ ጥንሲ ስንክልና ዕረፍቲ ካብ ጥሪ 1 - 31	CFRA/ዕረፍቲ ወላዲ (PL) 1 ለካቲት – 23 ሚያዝያ
ኣብ እዋን PDL ከምኡውን FMLA እቲ ሰራሕተኛ ናይ ሕመም ዕረፍቲ ዕረፍቲ CTO/PTO ወይ/ወይ መተካእታ ፍልይ ዝበለ ደሞዝ ይጥቀም		ምሉእ ደሞዝ ዚኸፈሎ ዕረፍቲ (እተኣከበ ግዜ ዘይምጥቃም)	ኣብ እዋን CFRA/Parental፣ ሰራሕተኛ ነቲ ዘሎ ናይ ሕመም ዕረፍቲ ወይ PL Substitute Difference Pay ይጥቀም

CERTIFICATION OF HEALTH CARE PROVIDER

for Pregnancy Disability Leave, Transfer and/or Reasonable Accommodation



Employee Name: _____

Please certify that, because of this patient's pregnancy, childbirth, or a related medical condition (including, but not limited to, recovery from pregnancy, childbirth, loss or end of pregnancy, or post-partum depression), this patient needs (check all appropriate category boxes):

☐ TIME OFF FOR MEDICAL APPOINTMENTS

When: _____ Duration: _____

☐ DISABILITY LEAVE (Because of a patient's pregnancy, childbirth or a related medical condition, patient cannot perform one or more of the essential functions of patient's job or cannot perform any of these functions without undue risk to self, to successful completion of the pregnancy, or to other persons)

Beginning (Estimate): _____ Ending (Estimate): _____

☐ INTERMITTENT LEAVE

Specify the intermittent leave schedule: _____

Beginning (Estimate): _____ Ending (Estimate): _____

☐ REDUCED WORK SCHEDULE

Specify the reduced work schedule: _____

Beginning (Estimate): _____ Ending (Estimate): _____

☐ TRANSFER/BE ASSIGNED TO A LESS STRENUOUS OR HAZARDOUS POSITION OR DUTIES

Specify the medically advisable position/duties: _____

Beginning (Estimate): _____ Ending (Estimate): _____

☐ REASONABLE ACCOMMODATION(S)

Specify (can include, but is not limited to, modifying lifting requirements, providing more frequent breaks, or providing a stool or chair): _____

Beginning (Estimate): _____ Ending (Estimate): _____

Printed Name of Health Care Provider: _____

MEDICAL HEALTH CARE SPECIALTY

LICENSE NUMBER

SIGNATURE OF HEALTH CARE PROVIDER

DATE

Authority Cited: Government Code sections 12935(a) and 12945
Reference: Government Code sections 12940 and 12943; FMLA, 29 U.S.C. § 2601, et seq.; FMLA regulations, 29 C.F.R. § 825

CRD-E11P-ENG / September 2022

FAMILY CARE AND MEDICAL LEAVE

FACT SHEET



The Fair Employment and Housing Act (FEHA), enforced by the Department of Fair Employment and Housing (DFEH), contains family care and medical leave provisions for California employees.

These leave provisions are known as the California Family Rights Act (CFRA). All employers must provide information about CFRA to their employees and post this information in a conspicuous place where employees tend to gather. A poster that meets this requirement is available on DFEH's "Posters, Brochures and Fact Sheets" webpage (www.dfeh.ca.gov/posters/).

LEAVE REQUIREMENTS

- To be eligible for CFRA leave, an employee must have more than 12 months of service at an employer of five or more full- or part-time employees, and have worked at least 1,250 hours for that employer in the 12-month period before the leave begins.
- An eligible employee may take job-protected leave to bond with a new child¹ by birth, adoption, or foster care placement, within one year of the child's birth, adoption, or foster placement.
- An eligible employee may take job-protected leave to care for a child, spouse, domestic partner, parent², grandparent, grandchild, or sibling with a serious health condition. CFRA leave may also be taken for the employee's own serious health condition.
- An eligible employee may take job-protected leave

1 "Child" means a biological, adopted, or foster child, a stepchild, a legal ward, or a child of an employee or the employee's domestic partner, or a person to whom the employee stands in loco parentis.

2 "Parent" includes a biological, foster, or adoptive parent, a parent-in-law, a stepparent, a legal guardian, or other person who stood in loco parentis to the employee when the employee was a child.

for a qualifying exigency related to the covered active duty or call to covered active duty of a spouse, domestic partner, child, or parent in the Armed Forces of the United States.

- Employees may take leave of up to 12 work weeks in a 12-month period, proportional to an employee's normal work schedule. The leave does not need to be taken in one continuous period of time.

EMPLOYEE'S OBLIGATIONS

- An employer may require an employee to provide 30 days' advance notice of the need for CFRA leave. When this is not possible due to the unexpected nature of the qualifying event, notice should be given as soon as practicable. Notice can be written or verbal and should include the timing and the anticipated duration of the leave, but an employer may not require disclosure of an underlying diagnosis. An employer must respond to a leave request as soon as possible and no later than 5 business days.
- The employer may require written certification from the health-care provider of the individual with a serious health condition stating the reasons for the leave and the probable duration of the condition. However, the health-care provider may not disclose the underlying diagnosis without the consent of the patient.

SALARY AND BENEFITS DURING CFRA LEAVE

- Employers are not required to pay employees during a CFRA leave, but some employers do. In addition, an employee will be paid for any accrued paid time off they elect or are required to use. An employer may require an employee who is taking leave to care for a seriously ill family member or to bond with a new child to use accrued vacation time or other accumulated paid leave other than sick time, unless the employee

FAMILY CARE AND MEDICAL LEAVE

FACT SHEET

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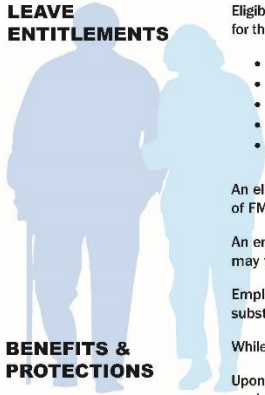
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EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

LEAVE ENTITLEMENTS



Eligible employees who work for a covered employer can take up to 12 weeks of unpaid, job-protected leave in a 12-month period for the following reasons:

- The birth of a child or placement of a child for adoption or foster care;
- To bond with a child (leave must be taken within one year of the child's birth or placement);
- To care for the employee's spouse, child, or parent who has a qualifying serious health condition;
- For the employee's own qualifying serious health condition that makes the employee unable to perform the employee's job;
- For qualifying exigencies related to the foreign deployment of a military member who is the employee's spouse, child, or parent.

An eligible employee who is a covered servicemember's spouse, child, parent, or next of kin may also take up to 26 weeks of FMLA leave in a single 12-month period to care for the servicemember with a serious injury or illness.

An employee does not need to use leave in one block. When it is medically necessary or otherwise permitted, employees may take leave intermittently or on a reduced schedule.

Employees may choose, or an employer may require, use of accrued paid leave while taking FMLA leave. If an employee substitutes accrued paid leave for FMLA leave, the employee must comply with the employer's normal paid leave policies.

While employees are on FMLA leave, employers must continue health insurance coverage as if the employees were not on leave.

Upon return from FMLA leave, most employees must be restored to the same job or one nearly identical to it with equivalent pay, benefits, and other employment terms and conditions.

An employer may not interfere with an individual's FMLA rights or retaliate against someone for using or trying to use FMLA leave, opposing any practice made unlawful by the FMLA, or being involved in any proceeding under or related to the FMLA.

BENEFITS & PROTECTIONS

ELIGIBILITY REQUIREMENTS

An employee who works for a covered employer must meet three criteria in order to be eligible for FMLA leave. The employee must:

- Have worked for the employer for at least 12 months;
- Have at least 1,250 hours of service in the 12 months before taking leave;* and
- Work at a location where the employer has at least 50 employees within 75 miles of the employee's worksite.

*Special "hours of service" requirements apply to airline flight crew employees.

REQUESTING LEAVE

Generally, employees must give 30-days' advance notice of the need for FMLA leave. If it is not possible to give 30-days' notice, an employee must notify the employer as soon as possible and, generally, follow the employer's usual procedures.

Employees do not have to share a medical diagnosis, but must provide enough information to the employer so it can determine if the leave qualifies for FMLA protection. Sufficient information could include informing an employer that the employee is or will be unable to perform his or her job functions, that a family member cannot perform daily activities, or that hospitalization or continuing medical treatment is necessary. Employees must inform the employer if the need for leave is for a reason for which FMLA leave was previously taken or certified.

Employers can require a certification or periodic recertification supporting the need for leave. If the employer determines that the certification is incomplete, it must provide a written notice indicating what additional information is required.

EMPLOYER RESPONSIBILITIES

Once an employer becomes aware that an employee's need for leave is for a reason that may qualify under the FMLA, the employer must notify the employee if he or she is eligible for FMLA leave and, if eligible, must also provide a notice of rights and responsibilities under the FMLA. If the employee is not eligible, the employer must provide a reason for ineligibility.

Employers must notify its employees if leave will be designated as FMLA leave, and if so, how much leave will be designated as FMLA leave.

ENFORCEMENT

Employees may file a complaint with the U.S. Department of Labor, Wage and Hour Division, or may bring a private lawsuit against an employer.

The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective bargaining agreement that provides greater family or medical leave rights.



For additional information or to file a complaint:

1-866-4-USWAGE

(1-866-487-9243) TTY: 1-877-889-5627

www.dol.gov/whd

U.S. Department of Labor | Wage and Hour Division



Free on-demand care for your parenthood journey

SISC is providing PPO members with free access to Maven virtual care for pregnancy and postpartum support. Use Maven for 24/7 access to doctors, specialists, coaches, and trustworthy content tailored to your experience.



Free 6-month diaper subscription for SISC PPO members who:

- Enroll during their first or second trimester
- Have an intro call with a Care Advocate
- Have two appointments with Maven providers during pregnancy
- Complete the exit survey when their baby is born



What is Maven?

Maven offers 24/7 virtual access to one-on-one maternity and postpartum support. Eligible SISC PPO members are matched with a Care Advocate who connects them to trustworthy maternity and postpartum content.

How do I use Maven?

Download and log into the Maven Clinic app to access maternity and postpartum doctors, specialists, coaches, mental health experts, and so much more.

Support at every stage of your journey

Pregnancy

- ✓ Midwives, OB-GYNs, Doulas
- ✓ Birth Planning
- ✓ Prenatal Nutritionists
- ✓ Mental Health Specialists
- ✓ Loss Support

Postpartum

- ✓ Infant Care Advice
- ✓ Pediatricians
- ✓ Lactation Counseling
- ✓ Infant Sleep Coach

Return to work

- ✓ Emotional Support
- ✓ Back-to-Work Support
- ✓ Career Coaching



To activate your membership:
Download the Maven Clinic app
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Enrollment is confidential and will not be shared with your employer.



New members get a
Maven Welcome Box
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LEAVE FROM WORK AFTER A REPRODUCTIVE LOSS



Civil Rights
Department
STATE OF CALIFORNIA

FACT SHEET

The Fair Employment and Housing Act (FEHA), enforced by the Civil Rights Department (CRD), protects the right of most California employees to take up to five days of leave from work after a reproductive loss. This fact sheet discusses who is eligible to take reproductive loss leave, when they can take it, how much leave is available to them, and whether they can get paid while they are out. It also covers protections against retaliation related to reproductive loss leave and what an employee can do if their employer does not follow the law. For more information, see [Government Code section 12945.6](#).

DEFINITIONS

A reproductive loss event is any of the following:

- Miscarriage
- Stillbirth
- Failed adoption – for example, if a mother or legal guardian breach dissolves an adoption agreement or adoption is not finalized for another reason
- Failed surrogacy – for example, surrogate breaches or dissolves agreement, or if an embryo transfer fails
- Unsuccessful assisted reproduction – for example, a failed intrauterine insemination or embryo transfer

ELIGIBILITY

- Employees who work for public employers of any size – or private employers with five or more employees – and have worked for the employer for at least 30 days before taking leave are eligible.
- An employee can take leave following their own reproductive loss event or that of another person – such as a spouse or

partner – if the employee would have been the parent of the child born or adopted.

- It is against the law for an employer to interfere with or deny an employee's right to take leave after a reproductive loss if they meet the above criteria.

TIMING AND DURATION OF LEAVE

The law requires employers to provide eligible employees with a minimum of five days of leave for a reproductive loss event. Employees can, but do not have to, take their leave days consecutively. This means they can choose to take all five days at once or break up the days over a longer period, as long as their leave is completed within three months of the reproductive loss event.

If an employer has an existing leave policy for reproductive loss events, the employee must take reproductive loss leave under that policy. An employer's policy can provide for more leave than the legally required minimum.

If a reproductive loss event occurs over multiple days, the law treats it as one event.

If an employee experiences more than one reproductive loss event in a year, they are entitled to no more than 20 days of reproductive loss leave in that one-year period unless an individual employer's leave policy provides for more time.

Reproductive loss leave is separate from, and in addition to, other types of leave to which employees are entitled. Examples include, leave to care for one's own serious health condition or that of certain family members available under the California Family Rights Act (CFRA) and Family and Medical Leave Act (FMLA), or leave for disabilities related to [pregnancy or childbirth](#) available under FEHA. If an employee is on

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REPRODUCTIVE LOSS LEAVE

FACT SHEET



Civil Rights
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another type of leave during the reproductive loss event, they can take reproductive loss leave within three months of finishing the other form of leave.

PAY DURING REPRODUCTIVE LOSS LEAVE

Some employers have paid leave policies that cover reproductive losses. Employers that do not have an applicable paid leave policy must let employees use any available vacation time, sick days, personal days, or PTO to cover their reproductive loss leave so they can get paid. Otherwise, reproductive loss leave may be unpaid.

RIGHT TO CONFIDENTIALITY

In general, employers are required to keep confidential any information an employee provides when exercising their right to reproductive loss leave. Employers are, however, allowed to disclose this information when required by law or to internal personnel or legal counsel when necessary. The law does not require an employee to submit documentation in support of their leave request.

UNLAWFUL RETALIATION

It is against the law for an employer to retaliate against an employee who exercises their right to reproductive loss leave. This means an employer cannot fire, demote, fine, suspend, discipline, or otherwise discriminate against someone for requesting or taking reproductive loss leave.

In addition, an employer cannot retaliate against an employee for testifying about their own – or someone else's – reproductive loss leave during a legal proceeding involving this right.

FILING A COMPLAINT

If an employee thinks their employer violated their right to reproductive loss leave, or retaliated against them in relation to this type of leave, they have three years to file a complaint with CRD. CRD will issue a right-to-sue so the employee can pursue their case in civil court. They cannot file an employment discrimination lawsuit in court without receiving a right-to-sue from CRD. CRD may also investigate the complaint.

If, after an investigation, CRD finds reasonable cause that the employer broke the law, it may require the parties to go to mediation in order to try reach a settlement and, if the complaint can't be settled, CRD may file a lawsuit on behalf of the employee. Possible remedies include:

- Forcing the employer to change its policies or practices
- Getting the worker hired or re-hired
- Requiring the employer to undergo training
- Damages (money) for emotional distress

An employee can file a complaint in one of three ways:

- Online by creating an account and using our interactive [California Civil Rights System \(CCRS\)](#)
- By mail using a printable [intake form](#)
- By calling our communication center at 800.884.1684 (Toll Free), 800.700.2320 (TTY), or California's Relay Service at 711

CRD can provide reasonable accommodations for people with disabilities during the complaint process.

For translations of this guidance, visit: civildrights.ca.gov/posters/employment



About Paid Family Leave

Paid Family Leave program was created for those moments that matter. Benefits are available to care for a seriously ill family member, to bond with a new child, or to participate in a qualifying military event.

Facts About Paid Family Leave

- Provides up to eight weeks of partial-wage-replacement benefits. Leave doesn't have to be taken all at once.
- Provides approximately 70 to 90 percent of your weekly salary.
- Funded through your State Disability Insurance tax withholding, noted as "CASDI" on paystubs, or a qualifying voluntary plan paid into in the past 5 to 18 months.
- To bond with a new child, leave can be taken anytime within the first 12 months of a child entering your family.
- Citizenship and immigration status do not affect eligibility.

What if My Claim Is Denied?

If your claim is denied, you have the right to:

- Know the reason for denial.
- Appeal decisions about your eligibility for benefits. Visit Appeals (edd.ca.gov/en/Disability/Appeals) for information.

All claim information is confidential except for purposes allowed by law.



Paid Family Leave

Be there for the moments that matter.

English	1-877-238-4373
Spanish	1-877-379-3819
Cantonese	1-866-692-5595
Vietnamese	1-866-692-5596
Armenian	1-866-627-1567
Punjabi	1-866-627-1568
Tagalog	1-866-627-1569
TTY	1-800-445-1312

Visit a [Paid Family Leave or State Disability Insurance Office](#) (edd.ca.gov/en/Disability/Contact_SDI) near you to obtain claim forms, receive information, or speak to a representative.

For more information, visit:
edd.ca.gov/PaidFamilyLeave

The EDD is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Requests for services, aids, and/or alternate formats need to be made by calling 1-866-490-8879 (voice). TTY users, please call the California Relay Service at 711.

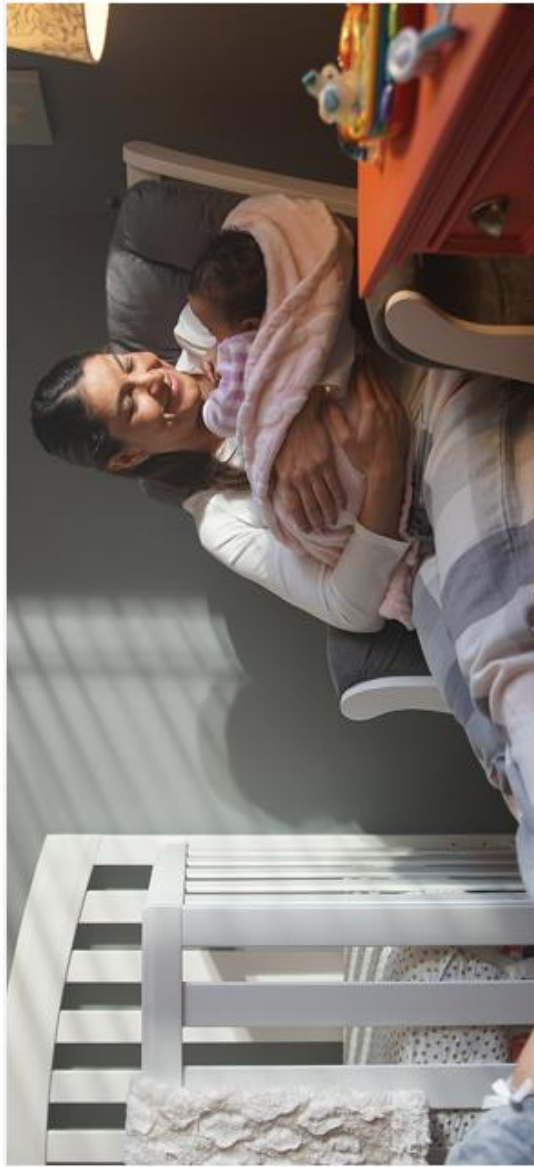


PAID FAMILY LEAVE



Helping Californians be present for the moments that matter.





Do I Qualify for Paid Family Leave?

To qualify for Paid Family Leave benefits, you must:

- Take time off from work to care for a seriously ill family member, to bond with a new child or to participate in a qualifying military event.
- Be covered by State Disability Insurance or a voluntary plan in lieu of State Disability Insurance.
- Have earned at least \$300 in the past 5 to 18 months.
- Submit your claim no later than 41 days after you begin your family leave. Do not file before your first day of leave.

How Are Benefit Amounts Calculated?

Benefits are 70 to 90 percent of your highest quarterly earnings 5 to 18 months before your claim begins.

Estimate your benefits at [Disability Insurance and Paid Family Leave Calculator](#) ([edd.ca.gov/PFL_Calculator](#)).



Does Paid Family Leave Provide Job Protection?

Paid Family Leave does not provide job protection. Job protection may be provided if you qualify under other laws:

- Federal Family and Medical Leave Act ([dol.gov/agencies/whd/fmla](#)).
- California Family Rights Act, [Civil Rights Department](#) ([calcivilrights.ca.gov](#)).

Notify your employer of your plan to take leave and the reason for taking leave according to your company's policy.

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How Do I Apply for Benefits?

You can apply for Paid Family Leave benefits at [myedd.edd.ca.gov](#).

To file by mail, you must complete and submit a [Claim for Paid Family Leave \(PFL\) Benefits \(DE 2501F\)](#) form. Learn more at [File a Paid Family Leave Claim by Mail](#) ([edd.ca.gov/en/disability/How_to_File_a_PFL_Claim_by_Mail](#)).

Caregiving Claims

Provide medical certification for your seriously ill family member who requires your care. This certification needs to be from their licensed health professional. You must also provide information about the family member you are caring for and their signature.

Bonding Claims

Provide documents that show your relationship to your child. This can be a copy of your child's birth certificate, adoptive placement agreement, or foster care placement record.

If you are currently receiving pregnancy-related Disability Insurance benefits, it is not necessary to request a Paid Family Leave claim form. The form to file for bonding will be sent through your [myEDD](#) account or by mail when your pregnancy-related disability claim ends.

Military Assist Claims

Military assist claims require two types of supporting documents. This can be proof of covered active duty or call to covered active duty and documentation of the qualifying event.

Voluntary Plans

If you are covered by a voluntary plan, contact your employer for information about your coverage and instructions on how to apply for benefits.

Am I covered under the PUMP Act?

Thanks to the PUMP Act, more workers have the right to break time and private space to pump breast milk during the workday. Most nursing employees now have **the right to reasonable break time and space to pump at work** for up to one year after their child's birth.

What does my employer need to do?

Employers must provide **covered employees** with **space that is**:

- functional for pumping milk,
- shielded from view,
- free from intrusion,
- available as needed, AND
- **NOT a bathroom**

Scan the QR code

to find out if you're covered



Wage and Hour Division
U.S. Department of Labor

dol.gov/pump-at-work
1-866-487-9243