

Leaves of Absences and City Paid Healthcare

Type of Leave	Maximum Duration of Leave	Duration of City Paid Healthcare
Educational Leave (EDU) ¹	One Year	First 12 weeks of leave
Employee Organization Leave (EOR) ²	Indefinite	First 12 weeks of leave
Family Care Leave (FCL) ³	One Year	Duration of Leave
Personal Leave Following Family Care Leave (PLF)	One Year	Duration of Leave
Personal Leave (PLV) ⁴	One Year	First 12 weeks of leave
Sick Leave with Pay ⁵	Indefinite	Duration of Leave
Sick Leave without Pay (SNP) ⁶	One Year (unless reasonable probability RTD)	Duration of Leave
Unpaid Administrative Leave (UAL) ⁷	30 days (absent exigent circumstances)	Duration of Leave
Workers' Compensation Leave (WCL) ⁸	Two Years	Duration of Leave

Administrative Code §16.701(b) - Employees referenced above in Section 16.700(a), elected officials referenced above in Section 16.700(b), members of the San Francisco Unified School District referenced above in Section 16.700(d) and members of the San Francisco Community College District referenced above in Section 16.700(e) shall receive both the Charter-determined contribution and collectively bargained contributions. Notwithstanding the foregoing, employees referenced above in Section 16.700(a), who are not in active service for more than twelve (12) weeks, shall be required to pay the Health Service System for the full premium cost of membership in the Health Service System, unless the employee shall be on sick leave, workers' compensation, mandatory administrative leave, approved personal leave following family care leave, disciplinary suspensions or on a layoff holdover list where the employee verifies they have no alternative coverage. In accordance with the City's obligations under the Meyers-Milias-Brown Act, the Department of Human Resources shall establish rules and regulations governing whether employees who, after inclusion in the system, work less than twenty (20) hours per week, shall lose eligibility in the system or whether the employee shall be required to make additional contributions to the system.

¹ CSC Rule 120.32

² CSC Rule 120.34

³ CSC Rule 120.35

⁴ CSC Rule 120.41

⁵ CSC Rule 120.8-120.18

⁶ CSC Rule 120.19-120.22

⁷ Charter §A8.341

⁸ CSC Rule 120.24