



## Summary of Changes Effective January 1, 2009

The Leave of Absence Policy has been revised and is available on the hospital's intranet, myAlliance. The following includes changes to the leave of absence time and eligibility for the affected leaves. All other leave of absences remain the same.

	Current	Changes
<b><i>Policy – Type of Leave</i></b>		
Medical Leave	Up to 16 weeks, eligible after 90 days of continuous employment	4 weeks of leave, eligible after 6 months of continuous employment
4-week Extension	4 weeks automatically attached to FMLA/CFRA leave or Medical Leave	Eliminate
Longevity Leave	Up to 4 weeks, eligible after 10 years of employment	Based on years of service: 5 – 9 years: 4 weeks 10 – 19 years: 6 weeks 20 – 29 years: 8 weeks 30+ years: 12 weeks
Personal Leave	Up to 30 days, eligible after 90 days of continuous employment	Up to 30 days maximum, after 12 months of continuous employment (cannot be automatically combined with medical leave)
Education Leave	Up to 1 year, eligible after 12 months of employment	Eliminate
California Military Leave (State Leave)	Brand new leave; State law	Up to 10 days leave (in accordance with State law)