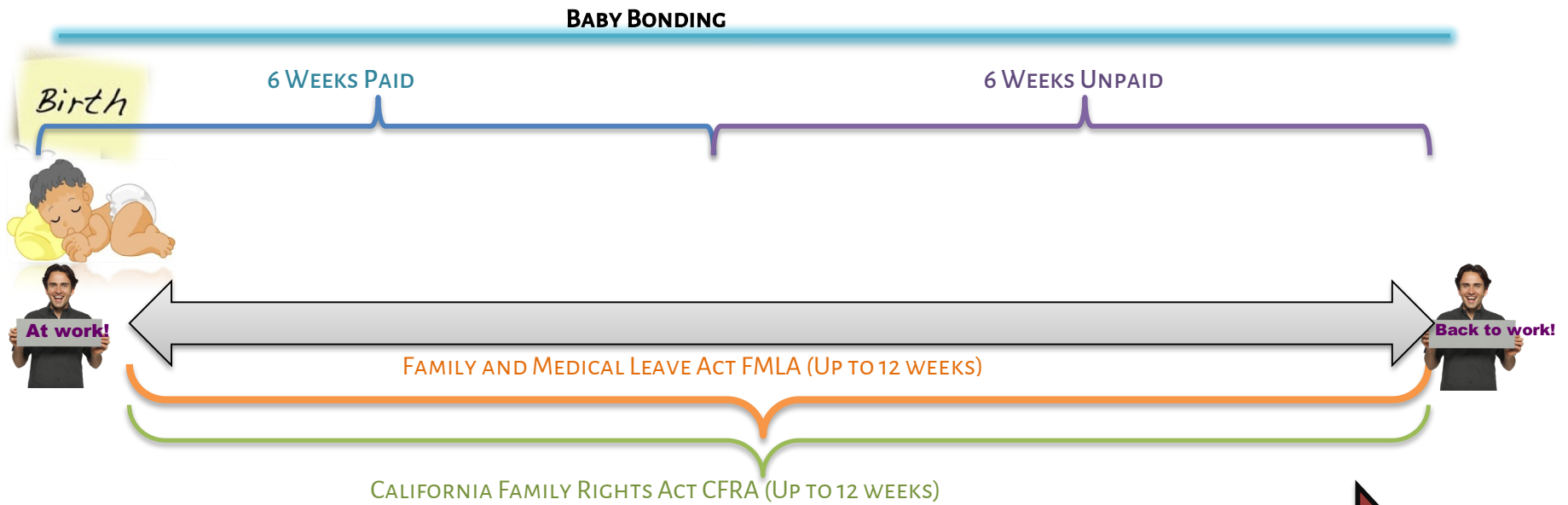


# FACULTY PARENTAL LEAVE TIMELINE AND PAY



**SANTA CLARA UNIVERSITY COVERS REMAINING PERCENTAGE OF SEMI-MONTHLY PAY**

PAYMENT RECEIVED

7 DAY WAIT UNPAID

**MATRIX 60% PAID (STD AND PFL)**

UNPAID

PAYMENT RECEIVED

- University will supplement remainder of employee income
- 7 Day unpaid wait period
- Short Term Disability (Matrix)
- Paid Family Leave (PFL)