

ENHANCED INDUSTRIAL DISABILITY LEAVE **1156**
(No. 116 March 2008)

BACKGROUND **1156.1**
(No. 116 March 2008)

Enhanced Industrial Disability Leave (EIDL) Benefits were established in 1984 through Memorandum of Understanding (MOU) between the State and exclusive representatives for rank-and-file employees in specific bargaining units. The intent of EIDL benefits is to maintain, as closely as possible, the disabled employee's monthly take home pay, as defined in the employees respective MOU. EIDL will apply only to serious physical injuries and any complications directly related medically and attributable to the qualifying incident as specifically identified in each MOU. EIDL does not apply to presumptive, stress-related disabilities, or physical disabilities of mental origin.

AUTHORITY **1156.2**
(No. 116 March 2008)

The Department of Personnel Administration's Personnel Management Liaison 2002-060 as well as the respective MOUs for CAL FIRE employees provide the authority for EIDL benefit eligibility. Government Code Section 19871.2 provides the authority for EIDL benefit eligibility for excluded employees.

POLICY **1156.3**
(No. 116 March 2008)

For all CAL FIRE represented and excluded employees, the decision for EIDL benefit eligibility rests with the Department Director or designee.

Requests to reconsider denied EIDL benefits must be submitted to the Assistant Deputy Director of Labor and Human Resources by a Unit Chief , supervisor, or union representative. Existing rules in the MOUs and Government Codes regarding the administration of Industrial Disability Leave will be followed in the administration of EIDL benefits. The CAL FIRE EIDL policy shall be used in conjunction with the [EIDL Guidelines](#).

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[\(see Forms or Forms Samples\)](#)