

Existing Leave Authorities

Government Codes, California Code of Regulations, and Memorandums of Understanding

Employee Leave-Related Government Code Sections

Miscellaneous & Compensating Time Off (CTO)

[Government Code section 19839](#) - Lump Sum Payment

[Government Code section 19840](#) - Lump Sum Payment Prior to June 9, 1948

[Government Code section 19842.5](#) - Intermittent/Irregular Time Base Vacation and Sick Leave Privileges

[Government Code section 19843](#) - Establish and Adjust Workweek Groups

[Government Code section 19844](#) - Ordered Overtime Compensation

[Government Code section 19844.1](#) - Leave Exclusions for Purposes of Time Worked

[Government Code section 19844.5](#) - ATO – During an Emergency

[Government Code section 19845](#) - FLSA – Overtime

[Government Code section 19846](#) - Workweek – Department of Forestry and Fire Protection

[Government Code section 19846.5](#) - Seasonal Clerk – Franchise Tax Board

[Government Code section 19847](#) - Workweek – Non-Civil Service

[Government Code section 19848](#) - Compensating Time Off – 12 Calendar Months

[Government Code section 19849](#) - Attendance Records

[Government Code section 19849.1](#) - Call Back Time

[Government Code section 19849.6](#) - Leave Upon Transfer

Vacation

[Government Code section 19856](#) - Vacation Accumulation

[Government Code section 19856.1](#) - Qualifying Month for Vacation Credit

[Government Code section 19858.1](#) - Vacation Accruals

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[Government Code section 19858.2](#) - Hourly Vacation Credit

Annual Leave

[Government Code section 19858.3](#) - Annual Leave Enrollment

[Government Code section 19858.4](#) - Annual Leave Accruals

[Government Code section 19858.5](#) - Annual Leave Accruals – Represented

[Government Code section 19858.7](#) - Election to Use Leave Prior to Retirement

Excluded Employees Leave Program

[Government Code section 19996.3](#) - Personal Leave Program - Excluded

Employee Leave-Related California Code of Regulations Sections

Compensating Time Off

[California Code of Regulations, title 2, section 599.700 - Definitions](#)

[California Code of Regulations, title 2, section 599.701 - Work Week Group Definitions](#)

[California Code of Regulations, title 2, section 599.702 - Authorization Required](#)

[California Code of Regulations, title 2, section 599.703 - Work Week Group 4](#)

[California Code of Regulations, title 2, section 599.703.1 - Salary Assurance – Excluded Employees](#)

[California Code of Regulations, title 2, section 599.704 - Compensable Overtime](#)

[California Code of Regulations, title 2, section 599.705 - Compensating Time Off](#)

[California Code of Regulations, title 2, section 599.705.1 - Compensating Time Off – Excluded Employees](#)

[California Code of Regulations, title 2, section 599.706 - Cash Compensation](#)

[California Code of Regulations, title 2, section 599.707 - Transfers](#)

[California Code of Regulations, title 2, section 599.708 - Call Back Time](#)

[California Code of Regulations, title 2, section 599.710 - Emergency Overtime](#)

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[California Code of Regulations, title 2, section 599.711 - Overtime Compensation During Job Actions](#)

Vacation

[California Code of Regulations, title 2, section 599.736 - Records](#)

[California Code of Regulations, title 2, section 599.737 - Accumulation - Represented Employees](#)

[California Code of Regulations, title 2, section 599.738 - Accumulation - Excluded Employees](#)

[California Code of Regulations, title 2, section 599.739 - Credit for Full-Time Employment](#)

[California Code of Regulations, title 2, section 599.739.1 - Credit for Full-Time Employment - Excluded Employees](#)

[California Code of Regulations, title 2, section 599.742 - Right to Vacation](#)

[California Code of Regulations, title 2, section 599.742.1 - Right to Vacation - Non-Represented Employees](#)

Annual Leave

[California Code of Regulations, title 2, section 599.752 - Annual Leave Program](#)

[California Code of Regulations, title 2, section 599.753 - Annual Leave - Enrollment](#)

Personal Leave Program

[California Code of Regulations, title 2, section 599.937 - Personal Leave Program - Excluded Employees](#)

[California Code of Regulations, title 2, section 599.937.2 - Personal Leave Credits - Excluded Employees](#)

[California Code of Regulations, title 2, section 599.937.3 - Extended Personal Leave - Excluded Employees](#)

[California Code of Regulations, title 2, section 599.937.4 - Mandatory Personal Leave - Excluded Employees](#)

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Miscellaneous Leave Sections

[California Code of Regulations, title 2, section 599.744 - Paid Leave Buy-Back - Managerial, Supervisory, Confidential, Excluded, and Related Employees](#)

[California Code of Regulations, title 2, section 599.913 - Transfer of Leave Credits](#)

Employee Leave-Related Memorandum of Understanding Sections

[Memorandums of Understanding](#) – Represented Employees

[California Code of Regulation title 2, section 599.742.1](#) - Excluded Employees

Vacation/Annual Leave Cap

Bargaining Unit 1, 3, 4, 11, 15, 15, 17, 20, and 21 - section 8.1

Bargaining Unit 2 - section 9.1 and 9.11

Bargaining Unit 5 - section 44 and 46

Bargaining Unit 5 Supervisors/Managers - Government Code section 19849.18

Bargaining Unit 6 - section 10.01 and 10.17

Bargaining Unit 7 - section 9.1 and 9.4

Bargaining Unit 8 - section 10.2 and 10.3

Bargaining Unit 9 - section 5.4 and 5.12

Bargaining Unit 10 - section 3.1 and 3.13

Bargaining Unit 12 - section 10.1 and 10.3

Bargaining Unit 13 - section 9.1 and 9.2

Bargaining Unit 16 - section 9.1 and 9.9

Bargaining Unit 18 - section 6.2 and 6.3

Bargaining Unit 19 - section 9.1 and 9.3

Excluded - Government Code section 19815.4, California Code of Regulation 599.738 and 599.752

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Compensating Time Off Cap

Bargaining Unit 1, 3, 4, 11, 14, 15, 17, 20, and 21 - section 19.2

Bargaining Unit 2 - section 6.2

Bargaining Unit 5 - section 15 and 30

Bargaining Unit 5 Supervisors/Managers - Government Code section 19849.18

Bargaining Unit 6 - section 11.05

Bargaining Unit 7 - section 7.6

Bargaining Unit 8 - section 8.1 - 8.4

Bargaining Unit 9 - section 8.2

Bargaining Unit 10 - section 2.14 and 7.8

Bargaining Unit 12 - section 7.8

Bargaining Unit 13 - section 7.1

Bargaining Unit 16 - section 7.9

Bargaining Unit 18 - section 5.1

Bargaining Unit 19 - section 6.1

Excluded - 29 U.S. Code § 207, California Code of Regulation 599.705

Furlough

The state's furlough program ended in 2013. However there continues to be a large amount of furlough balances on the state's payroll system. Departments must continue to monitor furlough hours per PML 2013-013 and ensure that all accrued furlough hours are exhausted prior to termination, layoff, or separation from state service or instances such as rejection on probation or dismissal. These hours should be used before vacation, annual leave, personal holiday, holiday credit, and compensating time off.