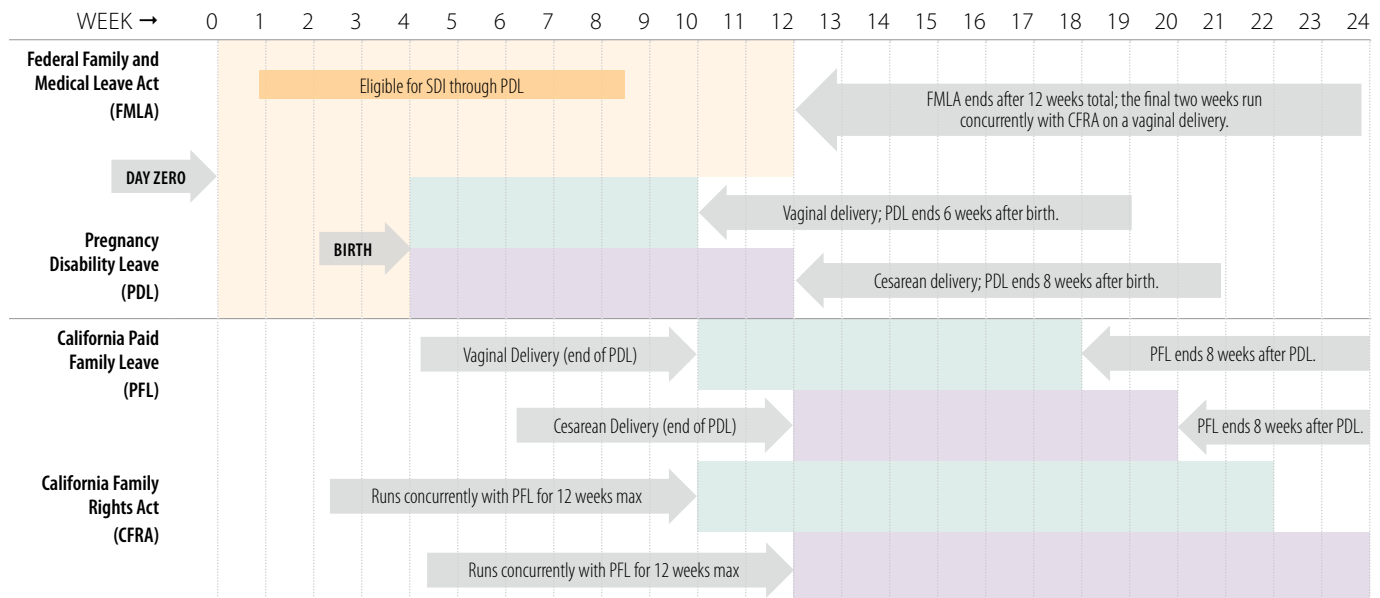


California Pregnancy Disability and Leave



Day Zero

The date the employee is deemed disabled/unable to work by medical provider; under normal pregnancy, this is four (4) weeks prior to the expected date of birth.

Federal Family and Medical Leave Act (FMLA)

Eligibility requirements include:

1. The employee must have worked 1,250 hours in the past 12 months; and
2. The employee must have been employed 12 months prior to the date of leave.

Note: Federal FMLA leave starts at the same time as Pregnancy Disability Leave (PDL) and runs concurrently with PDL.

Pregnancy Disability Leave (PDL):

There are no eligibility requirements, and the leave can last up to four (4) months total.

Note: PDL normally ends six (6) weeks after birth for vaginal delivery and ends eight (8) weeks after birth for caesarean delivery.

California Paid Family Leave (PFL):

There are no eligibility requirements, and the law provides a maximum of eight (8) weeks of paid benefits per year.

Note: PFL runs concurrently with CFRA for bonding. There is no waiting period for using PFL after PDL.

California Family Rights Act (CFRA):

Eligibility requirements include:

1. The employee must have worked 1,250 hours in the past 12 months; and
2. The employee must have been employed 12 months prior to the date of leave.

Note: CFRA starts after PDL ends and extends past PFL by six (6) weeks for a cumulative total of 12 weeks of leave.