

Pregnancy Disability Leave and FMLA/CRFA

PDL																	CFRA											
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	1	2	3	4	5	6	7	8	9	10	11	12
FMLA																												

PDL (Pregnancy Disability Leave) Up to 17-1/3 weeks (86.63 days / 693 hours). Pro-rated for part-time
 FMLA (Family Medical Leave Act) Up to 12 weeks (60 days/480 hours)
 CFRA (California Family Rights Act) Up to 12 weeks (60 days/480 hours)

PDL runs concurrently with FMLA

CFRA entitlement, taken after PDL/FMLA leave is 12 weeks and may be taken for purposes of “Baby Bonding” but not during the period of pregnancy-related disability. Baby-bonding leave available to fathers and would include FMLA/CFRA.

Health Benefits continue for entire period of disability (up to 17-1/3 weeks) and for the period of CFRA (Baby-bonding Leave) at the same level and conditions as prior to disability.

INCOME REPLACEMENT

PDL																	CFRA											
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	1	2	3	4	5	6	7	8	9	10	11	12
FMLA																												
SDI BENEFITS																	PFL BENEFITS											

State Disability Insurance (SDI) – employee is eligible for up to 52 weeks but must be designated as disabled by health care provider. Provides approximately 55% of income up to a maximum of \$1,129.00 per week (2016). One week waiting period before benefits begin.

Paid Family Leave (PFL) - employee is eligible for 6 weeks of income replacement. Provides approximately 55% of income up to a maximum of \$1,129.00 per week (2016). No waiting period when pregnancy related.