



California Family Rights Act (CFRA)

Both CFRA and FMLA entitles eligible employees of covered employers to take unpaid, job-protected leave for specified family and medical reasons with continuation of group health insurance coverage under the same terms and conditions as if the employee had not taken leave. CFRA and FMLA will run concurrently when applicable.

Eligible employees are entitled to:

- Birth of a child for purposes of bonding
- Placement of a child in the employee's family for adoption or foster care
- For the serious health condition of the employee's child, parent or spouse
- For the employee's own serious health condition

Leave under the California Family Rights Act (CFRA) may total up to 12 workweeks in a 12-month period. It does not need to be taken in one continuous period of time.

Requirements employee must satisfy to be eligible to take a CFRA leave

To be eligible for CFRA & FMLA leave, an employee must be either a full-time or part-time employee working in California, have more than 12 months (52 weeks) of service with the employer, have worked at least 1,250 hours in the 12-month period before the date the leave begins, and work at a location in which the employer has at least 50 employees within 75 miles radius of the employee's work site.

Family Medical Leave Act (FMLA)

Twelve workweeks of leave in a 12-month period for:

- In addition to the 4 items listed under CFRA;
- any qualifying exigency arising out of the fact that the employee's spouse, son, daughter, or parent is a covered military member on "covered active duty;" or Twenty-six workweeks of leave during a single 12-month period to care for a covered service member with a serious injury or illness if the eligible employee is the service member's spouse, son, daughter, parent, or next of kin (military caregiver leave).

Pregnancy Disability Act Leave (PDL)

PDL is for any period(s) of actual disability caused by your pregnancy, childbirth or a related medical condition up to four months (or 88 work days for a full-time employee) per pregnancy.

No years of service requirement. Medical documentation is required. PDL will run concurrently with CFRA/FMLA when applicable

- PDL does not need to be taken in one continuous period of time but can be taken on an as needed basis.
- Time off needed for prenatal care, severe morning sickness, doctor-ordered bed-rest, childbirth, and recovery from childbirth would all be covered by your PDL.



State Disability & Paid Family Leave

- Is a wage replacement programs only. It do not offer job guarantee.