

FMLA (Family Medical Leave Act)

- To qualify: work 1250 hours in 12 months and a provide doctor's note.
- Quantity: 12 weeks - may be taken continuously or intermittently.
- Can be used for: birth/adoption, care for imediate family member with a serious health condition, or when employee has a serious health condition (in CA, pregnancy doesn't qualify - see PDL below).
- Unpaid leave; benefits continue.

CFRA (California Family Rights Act)

- To qualify: work 1250 hours in 12 months and provide a doctor's note.
- Quantity: 12 weeks - may be taken continuously or intermittently.
- CFRA is used for the same reasons as FMLA (except for pregnancy) and runs concurently with FMLA.
- Unpaid leave; benefits continue.

PDL (Pregnancy Disability Leave)

- To qualify: must be pregnant and work for an employer who has more than 5 employees.
- Quantity: Up to 4 months (16 weeks) depending on doctor's note; can be taken intermittently.
- Duration of this leave depends on the doctor's note. This could be used prior to or after the birth.
- Employee may use sick, vacation and half-sick leave concurently with PDL. If all leave is exhausted, time is unpaid; benefits continue.

Parental Bonding Leave (Ed Code 44977.5 and new CAFRA regs)

- To qualify: work the last 12 months for the same employer.
- Quantity: Up to 12 weeks - may be taken continuously or intermittently. This leave may be taken in increments of two weeks on two occasions. Any other intermittent use must be approved by HR.
- Used to bond with new child; may be used by both or either parent, but a total of 12 weeks will be granted for the birth/adoption.
- Must use accumulated leave then half-sick leave. If all available sick leave is exhausted, then additional half-sick leave is granted to cover the 12 weeks. Benefits continue.