

## Pregnancy Leave under CSEA Agreement Integrated with Federal and State Laws

### Family Medical Leave Act (FMLA)

Employees with at least one year of service are eligible for 12 weeks of job-protected leave with benefits for pregnancy-related disability and to care for a newborn or newly placed child after the first year of the event.

### Pregnancy Disability Leave (PDL)

All employees are eligible for up to 16 weeks of job-protected leave for pregnancy-related disability only. Benefits are not protected. Runs concurrent with FMLA.

### California Family Rights Act (CFRA)

Employees with at least one year of services are eligible for 12 weeks of job-protected leave with benefits to bond with a newborn within the first year of the event. Normally runs concurrent with FMLA for a non-pregnancy leave. For a pregnancy leave, CFRA begins after the pregnancy disability ends and can be used solely to bond with a newborn or newly placed child.

### Parental Leave and Family Care (PLFC) - per CSEA Contract Article 14.11

Employees with at least one year of service are eligible for 12 weeks of bonding with a newborn or newly placed child, for up to 12 weeks. This allows for sick leave to be used during the first 6 months after the event. Once sick is exhausted, sub-differential pay is allowed during the leave for any PLFC event in a one year period, not to exceed 12 weeks.

### Sick/Vac/Sub Differential while disabled - per CSEA Contract Article 14.4

Following one year of employment, employees may use their sick time during a period of incapacity. When all sick, vacation and paid leaves are exhausted the employee will be paid sub-differential pay. (The difference between the amount paid to a sub and the employee's normal rate of pay.)

### Sick/Vac/Sub Differential pay while bonding - per CSEA Contract Article 14.11

Under CFRA, the employee may use sick or vacation time while bonding with the newborn during the first 12 months of the newborn's life. Per the CSEA contract, you may use sick time only during the first 6 months following the event. When sick is exhausted, you may utilize sub-differential pay up to 12 weeks of total PLFC time used in a one year period.

### Sample Leaves (assuming you work until delivery) and have been employed for more than one year

