

Family Medical Leave Act, Pregnancy Disability Leave and California Family Rights Act Leave

Family Medical Leave Act and Pregnancy Disability Leave

An employee can take up to 12 weeks off under the Family and Medical Leave Act (FMLA) for any qualifying circumstances such as birth of a child, adoption, illness of a family member or for your own illness. An employee qualifies for FMLA after one year of employment or after 1250 of hours worked. If the time off is for pregnancy, then FMLA and Pregnancy Disability Leave run concurrently.

Under Pregnancy Disability Leave, an employee can take up to 88 working days.

- Medical certification is required.
- You can use your Sick days, Personal days, Vacation and Extended Sick Leave.
- You can use Extended Sick Leave only if you are taking the time off for your own illness/disability.
- Your health benefits and the district contribution continue during this time off.

California Family Rights Act

An employee can take an additional 12 weeks off under the California Family Rights Act (CFRA), after the FMLA/PDL leave is over, for the purpose of bonding with your newborn child or child placed with an employee in connection with adoption or foster care. You can also use CFRA for a medical leave. An employee qualifies for CFRA leave after one year of employment or after 1250 of hours worked. CFRA and FMLA run concurrently unless disabled by a pregnancy.

- CFRA is an unpaid leave, but you may use any unused vacation.
- You must continue your mandatory benefits (Dental and Life Insurance) while you are on a CFRA leave. You have the option to maintain the rest of your health benefits (Medical, Supplemental Life, etc.).
- You are entitled to the district contribution, but not the cashback, while you are on a CFRA leave.