

❖ Pregnancy Disability Leaves

Pregnancy Disability Leave (PDL) – Employees are entitled to up to four (4) months (or up to 17 1/3 weeks) of unpaid leave for one or more of the qualifying reasons:

- 1) Disability due to pregnancy, childbirth, or related medical condition, including prenatal care and severe morning sickness.

To be eligible for PDL:

- 1) All County employees are entitled to leave under PDL, AND
- 2) You must have a qualifying reason as referenced above, AND
- 3) You must give your supervisor and/or Leave Coordinator at least 30 days advance notice or as soon as practical of your probable reasonable accommodation, transfer, or pregnancy disability leave.

Note(s):

You will be provided with copies of the Department of Fair Employment and Housing “Notice A” and “Notice B” after you provide advance notice.

Your Leave Coordinator will help you determine whether you qualify for FMLA/PDL leave, MOA/MR leave, or any combination.

FMLA/PDL, the Memorandum of Agreement and the Management Resolution (MOA/MR) eligibility periods may run concurrently.

❖ Other Rights and Benefits to Consider

If you are FMLA eligible, you have certain rights to take both a PDL and an FMLA leave for reason of the birth of your child. If qualified for both, you are entitled to take a combined total of up to seven (7) months (or up to 29 1/3 weeks); this period includes CFRA of up to twelve (12) weeks leave time to care/bond with your newborn after FMLA/PDL has been exhausted. Your employer paid health insurance contributions apply and run concurrently while on an approved FMLA, PDL and CFRA leave(s).

FMLA/CFRA leaves to bond with a newly acquired dependent child must be taken within one year of the birth of the child, adoption or foster care placement. The minimum duration of the leave is two weeks. However, on two occasions, within a 12-month period, you can take leave in increments of at least one day but less than two weeks. The maximum amount of leave time is twelve (12) weeks per newly acquired dependent and intermittent leave time is not available.

ADA/FEHA accommodation as a leave due to pregnancy complications can be requested once the employee has exhausted both PDL/FMLA entitlements. If this option is requested, the employee can postpone their CFRA bonding period of (12) weeks until the employee is no longer disabled.

Provided the employee has not returned to work, the CFRA bonding period of (12) weeks can be taken after the ADA/FEHA accommodation leave has ended. This applies to the same calendar year or into the following calendar year, if applicable and assuming the employee qualified for PDL/FMLA at the beginning of their leave.

Your employer paid health insurance contributions do not apply while on an ADA/FEHA accommodation leave unless you are still eligible for provisions under your respective Memorandum of Agreement (MOA) or Management Resolution (MR) that represents your job classification and allows for continuation of health insurance contributions.