



# Human Relations

Human Resources · Customer Service · Public Information

## Certificated Pregnancy Disability Leave/FMLA/California Family Rights Act (CFRA) Frequently Asked Questions (FAQ)

Question	Answer
<p><b>What is Pregnancy Disability Leave (PDL)?</b></p>	<p>It is the period of time that a woman is entitled to use sick leave for disabilities caused or contributed to by pregnancy, miscarriage, childbirth, and recovery therefrom.</p>
<p><b>How is my pay affected during PDL?</b></p>	<p>If at any time during pregnancy or post-delivery, you submit a physician's statement to the District stating that you cannot work due to medical reasons related to pregnancy or childbirth, you will utilize any accumulated sick days for this leave. Once all sick leave has been exhausted, you will then have up to 100 days of differential pay for medically necessary absences, due to pregnancy.</p> <p>*The two (2) calendar contract weeks of fully paid leave is only available during the contracted work year when the member is on leave for a pregnancy-related disability.</p> <p>*Differential pay is equal to your salary minus the cost of a daily substitute (\$120).</p>
<p><b>How long can I be on Pregnancy Disability Leave (PDL)?</b></p>	<p>An employee is granted up to four (4) months of PDL provided that a physician's statement is submitted to the HR department.</p> <p><u>Note:</u> PDL and the Family Care and Medical Leave Act (FMLA) run concurrently.</p>

<p><b>What is the Family Care and Medical Leave Act?</b></p>	<p>It allows eligible employees to take leave for a period of 12 workweeks (60 days) for their own serious health conditions, child care, or specified family members' serious health conditions. A physician's statement must be submitted to HR.</p> <p><b>Eligibility:</b> Full-time and part-time employees who have rendered 12 months of service and 1,250 hours respectively, in the 12-month period prior to the leave. Please call x92202.</p>
<p><b>What if I need to take time off before my expected due date?</b></p>	<p>You must provide the HR department with a physician's statement stating that you are not able to perform your duties to begin your Pregnancy Disability Leave (PDL). Once your PDL begins, FMLA also runs concurrently.</p>
<p><b>What if I want to stay home and bond with my baby (CFRA and Education Code 44977.5)</b></p>	<p>To be eligible for a child bonding/parent leave, employees must be employed with the District for one (1) year prior to the requested leave and you have provided the District with a written release for you to return to work.</p> <p>Parental Leave must be taken before the newborn's first birthday or the first anniversary of the child's placement. You may request up to twelve (12) workweeks or 60 workdays to bond with your baby.</p> <p><b>Example:</b> If your baby was born on 04/05/2016, you have until 04/05/2017 to utilize this child bonding/parental leave otherwise you may request an unpaid Child Rearing Leave.</p>
<p><b>Is CFRA child bonding/parental leave paid?</b></p>	<p>Accumulated sick leave is exhausted first before differential pay is utilized.</p>
<p><b>How do I request a CFRA child bonding/parental leave?</b></p>	<p>Please submit a letter to HR requesting the leave. Include your date of delivery and estimated dates for your leave. If you have questions, please call x92202.</p>



<p><b>What is an unpaid Child Rearing Leave (CRL)?</b></p>	<p><b>Up to one full school year of unpaid leave may be granted to a male or female employee who is a natural or adopting parent for the purpose of rearing his/her child. Arrangement for such leave must be made as soon as possible.</b></p>
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