# Mt. Diablo Unified School District
# Frequently Asked Questions (FAQ)
# Paid Pregnancy Disability Leave (PPDL)
# Effective: January 1, 2027

**Q: What is paid pregnancy disability leave (PPDL)?**

Paid pregnancy disability leave (PPDL) is a new law effective January 1, 2027. Under this new law, eligible employees will be entitled to up to fourteen weeks of fully paid pregnancy disability leave.

**Q: Which employees are eligible for the PPDL?**

PPDL is for probationary and permanent certificated employees and probationary and permanent employees who are part of the classified service under the Education Code.

**Q: Which employees are NOT eligible for PPDL?**

PPDL does not apply to certificated or classified substitutes or temporary employees.

**Q: What are the allowable reasons an eligible employee can use this leave?**

An eligible employee qualifies for the leave if the employee is actually disabled by pregnancy, childbirth, miscarriage, termination of pregnancy, or a related medical condition. The employee and their treating physician determine the start date and length of disability due to pregnancy, childbirth, miscarriage, termination of pregnancy or a related medical condition.

**Q: When is this leave available?**

PPDL is effective January 1, 2027. If an eligible employee is actually disabled by pregnancy, childbirth, termination of pregnancy, or a related medical condition, and that disability is confirmed by their treating physician, they can access the leave as of January 1, 2027. The leave is **not** retroactive, and an employee disabled for the reasons allowable under the law is not retroactively entitled to the leave.

**Q: Can the partner or other parent access PPDL?**

No. The leave applies to the employee themselves, experiencing disability due to pregnancy. This follows the *current* law under the Pregnancy Disability Leave Act.

**Q: How much leave is available for eligible employees?**

PPDL is fully paid leave for a maximum of 14 weeks upon determination of disability by the eligible employee's treating physician.

**Q: How does an eligible employee document their disability as defined in the law?**

After the eligible employee and their treating physician determine that the employee is disabled by one or more conditions outlined in the law, the employee will need to submit a note from their treating physician indicating the start and end date of their disability due to pregnancy, childbirth, miscarriage, termination of pregnancy, or a related medical condition.

**Q: Are there length of service requirements or minimum hours worked requirements for eligible employees to access this leave.**

No. There are no length of service requirements or minimum hours worked requirements for eligible employees to access this leave. This leave does not apply to temporary or substitute employees.

**Q: Does this leave interact with other leaves?**

No. PPDL is a standalone leave and runs consecutively with all other leaves. The only exception is that the leave does interact with State Disability Insurance (SDI), if applicable. Not all employees pay into State Disability Insurance. Employees should review their check stub or contact the payroll department if they are unsure if they pay into State Disability Insurance.

**Q: Is this leave deducted from sick leave?**

No. PPDL is a standalone leave and runs consecutively with all other leaves.

**Q: Is this leave separate from maternity leave, FMLA, and child bonding or parental leave?**

Yes. PPDL is a standalone leave.

**Q: In addition to pay, what continues during PPDL?**

- Eligible employees using PPDL keep group health coverage during the PPDL period at the same level under the same conditions as prior to their PPDL period.
- PPDL does not reduce other leave available under state or federal law for a later injury, illness or disability except as provided under State Disability Insurance.
- The employer continues to make the required contributions to CalPERS or CalSTRS and the employee earns full service credit and continues to make member contributions to CalPERS or CalSTRS.

**Q: What if an eligible employee starts pregnancy-related leave before January 1, 2027?**

Every eligible employee's need for leave related to this law will be based on documentation from their treating physician. We encourage employees to contact our Leaves Analyst to discuss their specific needs and timelines.

**Q: How do I contact someone for assistance with this leave?**

- Email our leaves group at Leaves-of-Absence@mdusd.org; ***or***
- Visit our website and contact the Leaves Analyst assigned to support your specific school side or department.

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