

	<b>Pregnancy Disability Leave (PDL)</b>	<b>Family &amp; Medical Leave Act (FMLA)</b>	<b>Bonding Leave (via CFRA)</b>	<b>Parental Leave (PL)</b>
<b>You are eligible if:</b>	You are disabled by a pregnancy, child birth, or pregnancy-related conditions(s), i.e. your absence from work is medically necessary because you are disabled by pregnancy or a pregnancy related condition. There are no eligibility requirement for PDL. An employee is eligible to take PDL immediately after being hired.	You have worked for the District for at least 12 months and you have at least 1,250 hours of services (hours worked) in the 12 month period immediately preceding the leave.	You have worked for the District for at least 12 months and you have at least 1,250 hours of services (hours worked) in the 12 month period immediately preceding the leave.	You have worked for the District for at least 12 months and you are either a faculty member (full-time & part-time) or contract classified member.
<b>How much leave do I get?</b>	4 months, defined as 17 <sup>1</sup> / <sub>3</sub> weeks based on your hours in a regularly scheduled work week. This leave will run concurrently with FMLA.	12 work weeks within one year of the child's birth, adoption, or start of foster care OR because of a serious pregnancy-related medical condition. This leave will run concurrently with PDL.	12 work weeks within one year of the child's birth, adoption, or start of foster care. This leave will run after PDL/FMLA relating to pregnancy disability.	12 work weeks within one year of the child's birth, adoption, or start of foster care. This leave will run concurrently with CFRA Bonding leave, but after PDL/FMLA relating to pregnancy disability.

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<b>Will I lose my job while on leave?</b>	No. You will be reinstated to the same position with the same pay and benefits upon your timely return.	No. You will be reinstated to the same position with the same pay and benefits upon your timely return.	No. You will be reinstated to the same position with the same pay and benefits upon your timely return.	No. You will be reinstated to the same position with the same pay and benefits upon your timely return.
<b>Will I be paid on leave?</b>	Maybe. This type of leave is unpaid, but you may use your accrued paid leaves (i.e. sick, vacation*, comp time*) concurrently with this leave. If you are a contract employee and run out of full salary sick leave you can receive half-salary sick leave upon request to the District Payroll department. Leave without pay requires written notice to the unit member's supervisor.	Maybe. This type of leave is unpaid, but you may use your paid leaves (i.e. sick, vacation*, comp time*) concurrently with this leave. If you are a contract employee and run out of full salary sick leave you can receive half-salary sick leave upon request to the District Payroll department. Leave without pay requires written notice to the unit member's supervisor.	Maybe. This type of leave is unpaid, but you may use your paid leaves (i.e. sick, vacation*, comp time*) concurrently with this leave. If you are a contract employee and run out of full salary sick leave you can receive half-salary sick leave upon request to the District Payroll department. Leave without pay requires written notice to the unit member's supervisor.	This type of leave is unpaid, but you may use your paid full and half salary leaves (i.e. sick, advancement of sick leave, vacation*, comp time*, and half salary sick leave) concurrently with this leave. Faculty members (full-time & part-time) or contract classified members can request half salary sick leave from the District Payroll Department. Leave without pay requires written notice to the unit member's supervisor.

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<b>Am I required to use sick/vacation leave?</b>	No. It is your choice to use sick leave, vacation, or other paid leaves concurrently with PDL. However, if you decide not to use your paid leave or you have none available, your use of PDL will be unpaid.	No. It is your choice to use sick leave, vacation, or other paid leaves concurrently with FMLA. However, if you decide not to use your paid leave or you have none available, your use of FMLA leave will be unpaid.	No. It is your choice to use sick leave, vacation, or other paid leaves concurrently with Bonding Leave (CFRA). However, if you decide not to use your paid leave or you have none available, your use of Bonding Leave (CFRA) will be unpaid.	No. It is our choice to use sick leave, vacation, or other paid leaves concurrently with Parental Leave. If you run out of full salary sick leave you will receive half-salary sick leave. However, if you decide not to use your paid leave or you have none available, your use of Parental Leave will be unpaid.
<b>Notice Requirement?</b>	Yes. You must provide the District with a 30 day advance notice if possible. If a 30 day advance notice isn't possible, you must give the District notice as soon as practicable.	Yes. You must provide the District with a 30 day advance notice if possible. If a 30 day advance notice isn't possible, you must give the District notice as soon as practicable.	Yes. You must provide the District with a 30 day advance notice if possible. If a 30 day advance notice isn't possible, you must give the District notice as soon as practicable.	Yes. You must provide the District with a 30 day advance notice if possible. If a 30 day advance notice isn't possible, you must give the District notice as soon as practicable.
<b>Am I required to take leave all at once?</b>	No. You may take your leave all at once or intermittently. However, medical certification is always required to show that the leave is related	Maybe. You are entitled to intermittent leave if you or your child has a serious health condition related to pregnancy or childbirth. Otherwise, you	No. You may take leave in separate two week blocks, intermittently, so long as the leave is taken within 1 year of the birth, adoption, or start of foster care.	No. You may take leave in separate two week blocks, intermittently, so long as the leave is taken within 1 year of the birth, adoption, or start of foster care.

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	to your pregnancy or pregnancy related condition.	need the approval of your supervisor to take intermittent leave. A physician's certification will determine the leave type and length of leave needed.	Leave can also be taken intermittently in less than two week blocks subject to the approval of your supervisor.	Leave can also be taken intermittently in less than two week blocks subject to the approval of your supervisor.
<b>Will the District continue to pay for my health coverage and other benefits?</b>	Yes, if you are currently receiving healthcare through a District plan you will continue to receive these benefits during your leave and other benefits. However, an employee on unpaid FMLA leave enrolled in any of the District's United HealthCare plans must make arrangements to pay the normal employee portion of the insurance premiums in order to maintain insurance coverage.	Yes, if you are currently receiving healthcare through a District plan you will continue to receive these benefits during your leave and other benefits. However, an employee on unpaid FMLA leave enrolled in any of the District's United HealthCare plans must make arrangements to pay the normal employee portion of the insurance premiums in order to maintain insurance coverage.	Yes, if you are currently receiving healthcare through a District plan you will continue to receive these benefits during your leave and other benefits. However, an employee on unpaid FMLA leave enrolled in any of the District's United HealthCare plans must make arrangements to pay the normal employee portion of the insurance premiums in order to maintain insurance coverage.	Yes, if you are currently receiving healthcare through a District plan you will continue to receive these benefits during your leave and other benefits. However, an employee on unpaid FMLA leave enrolled in any of the District's United HealthCare plans must make arrangements to pay the normal employee portion of the insurance premiums in order to maintain insurance coverage.

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<b>Medical certification required?</b>	Yes, you must submit a medical certification of the disability related to your pregnancy or pregnancy related condition.	Yes, you must submit a medical certification of the serious health condition.	No, in cases of bonding leave we do not require a medical certification. However, the District does require reasonable documentation such as a birth certificate, or court documents (in cases of adoption).	No, in cases of bonding leave we do not require a medical certification. However, the District does require reasonable documentation such as a birth certificate, or court documents (in cases of adoption).
<b>Is my partner/spouse entitled to leave?</b>	No. PDL only applies to the birthing parent who has a disability related to the pregnancy.	Yes. However, spouses who both work for the same employer are eligible for a combined total of 12 work weeks in a 12 month period if the leave is to care for the employee's parent with a serious health condition, or for birth, adoption, or foster care placement of their child.	Yes.	Yes.
<b>Will I continue to accrue seniority?</b>	Yes.	Yes.	Yes.	Yes.

*\*requires prior approval from supervisor*

**Legend:**

- FMLA:** 12 weeks unpaid leave, eligibility criteria applies, requires doctor's note, runs concurrent with CFRA/PDL/PL.
- CFRA:** 12 weeks unpaid leave, eligibility criteria applies, requires doctor's note unless baby bonding, runs concurrent with FMLA/PL. If the leave is only for baby bonding, CFRA does not run concurrently with FMLA/PL.
- PDL:** Four months unpaid leave, no eligibility criteria, requires doctors note, runs concurrently with FMLA.
- ML:** Maternity Leave, unpaid unless employee utilizes accrued sick leave, no eligibility criteria, no doctor's note, time is 6 weeks for regular delivery and 8 weeks for cesarean delivery.
- PL:** Parental Leave, reference Ed Code 88196.1, eligibility: must work for 12 months, no doctors note, maximum 12 weeks of paid leave drawn from accrued leave, then HSSL from baby's birth, runs concurrently with ML/CFRA