

Interaction of PDL, FMLA and CFRA Leaves

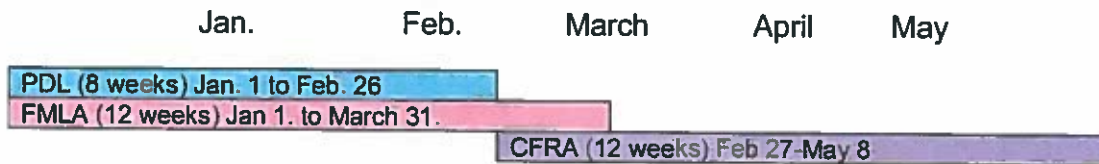
If an employee is eligible under PDL and FMLA, both leaves will run concurrently. If the employee is also eligible for CFRA, it will run consecutively with PDL.

EXAMPLE

Jennifer is pregnant and requests to take 20 weeks (5 months) of leave, from January 1 to May 8. She is eligible for PDL, FMLA, and CFRA leave and her physician has certified her as disabled due to her pregnancy from January 1 to February 26 (8 weeks). Jennifer has not taken PDL, CFRA, or FMLA leave in the last 12 months immediately preceding her leave.

- FMLA and PDL - Starting January 1, Jennifer will be placed on FMLA and PDL concurrently. Since she is entitled to a maximum of 12 weeks under FMLA, her FMLA leave will run from January 1 through March 31. While she is entitled to a maximum of four months under PDL, her PDL will run for only 8 weeks because her physician has certified her as disabled due to her pregnancy from January 1-15. She delivered her baby on January 16 and had six weeks to recover that ended on February 26.
- CFRA leave – On February 27 Jennifer will no longer be entitled to PDL and requests to take time off to bond with her newborn child. Since CFRA leave runs consecutive to PDL, she will be entitled to CFRA leave effective February 27. Jennifer is entitled to a maximum of 12 weeks of leave under CFRA. Since Jennifer has a leave balance of 4 weeks available under FMLA, FMLA and CFRA will run concurrently for 4 weeks (February 27 through March 31). Thereafter, the remainder of her leave will be covered under CFRA (April 1 through May 8).

PREGNANCY DISABILITY ILLUSTRATION



PDL, FMLA, and CFRA mandate the continuation of health coverage. Therefore, the County's contribution for the employee's medical and dental coverage will continue during the time the employee is disabled due to pregnancy for a maximum of four months, and for a maximum of 12 workweeks for baby bonding leave after pregnancy disability. .