

# Leaves Comparison Chart

## Federal and California Mandated Leaves

The following summary outlines the key provisions and coordination of the federal Family and Medical Leave Act, FMLA and the California leave laws – California Family Rights Act (CFRA), Pregnancy Disability Leave (PDL) and the new Parent Leave Act for employers with 20 or more employees (PLA).

### Fast Facts – FMLA and CFRA

<b>Employers</b>	Employers with 50 or more employees within a 75 mile radius
<b>Duration of Leave</b>	Up to 12 weeks during a 12 month period, or up to 26 weeks to care for an injured service member
<b>Reason for Leave</b>	<ul style="list-style-type: none"><li>• Birth and care of a newborn child</li><li>• Placement of an adopted or foster child with the employee</li><li>• To care for an immediate family member* with a serious health condition</li><li>• Employee's own serious health condition (including incapacity due to pregnancy**)</li></ul>
<b>Eligibility</b>	Employed at least 12 months and at least 1,250 hours over the past 12 months
<b>Benefits</b>	Under the same conditions as when active
<b>Compensation</b>	Unpaid – employee may be eligible for SDI, PFL or may use PTO, sick or vacation days

\*CFRA includes registered domestic partners

\*\* CFRA does not include disability due to pregnancy

For more complete information on health benefits while on leave, check out our [webinar](#).

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For more complete information on health benefits while on leave, check out our [webinar](#).

## Fast Facts – California Parent Leave Act

<b>Employers</b>	Employers with 20 or more employees within a 75 mile radius
<b>Duration of Leave</b>	Up to 12 weeks during a 12 month period
<b>Reason for Leave</b>	Bond with a new child within one year of the child's birth, adoption, or foster care placement
<b>Eligibility</b>	Employed at least 12 months and at least 1,250 hours over the past 12 months
<b>Benefits</b>	Under the same conditions as when active
<b>Compensation</b>	Unpaid – employee may be eligible for SDI, PFL or may use PTO, sick or vacation days

## Fast Facts – California Pregnancy Disability Leave

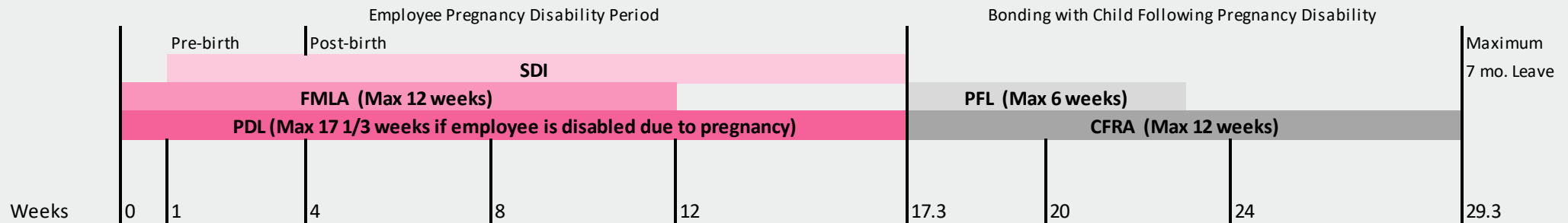
<b>Employers</b>	Employers with 5 or more employees
<b>Duration of Leave</b>	Up to 17 1/3 weeks per pregnancy
<b>Reason for Leave</b>	Disabled by pregnancy
<b>Eligibility</b>	Female employees disabled by pregnancy
<b>Benefits</b>	Under the same conditions as when active
<b>Compensation</b>	Unpaid – employee may be eligible for SDI, or may use PTO, sick or vacation days

# Leaves Comparison Chart

## Birthing Mother: New Child Leave in CA

### Job Protection

#### Employee Pregnancy and Bonding with Child



### Three Primary Job Protection Laws

1. **Pregnancy Disability Leave (PDL)**
2. Family and Medical Leave Act (FMLA)
3. California Family Rights Act (CFRA)

**Before Delivery:** PDL is generally available four weeks before the due date

**Standard Delivery:** PDL is generally available for up to **six weeks after childbirth**

- Typical total before/after PDL period of 10 weeks (2½ months)

**C-Section Delivery:** PDL is generally available for up to **eight weeks after childbirth**

- Typical total before/after PDL period of 12 weeks (3 months)

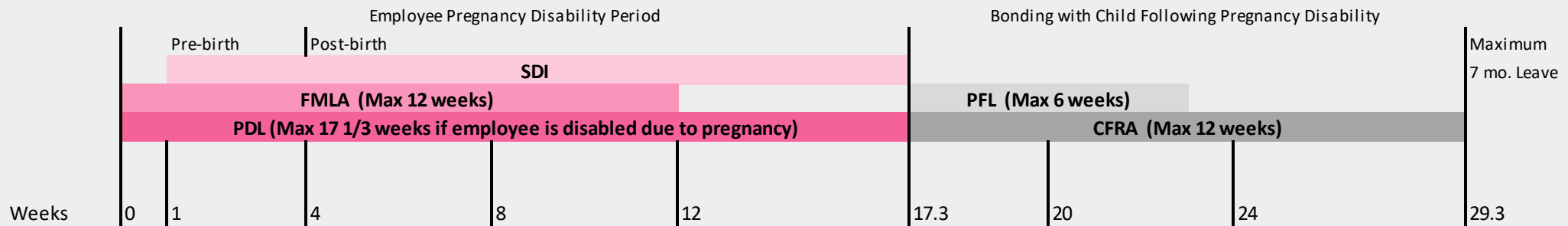
**Extended Disability:** PDL is available for up to **four months total** (17 1/3 weeks) where the birth mother is determined disabled by a physician for a longer period after delivery.

# Leaves Comparison Chart

## Birthing Mother: New Child Leave in CA

### Job Protection

#### Employee Pregnancy and Bonding with Child



### Three Primary Job Protection Laws

1. Pregnancy Disability Leave (PDL)
2. Family and Medical Leave Act (FMLA)
3. California Family Rights Act (CFRA)

**Baby Bonding:** FMLA and CFRA both provide up to 12 weeks of new child bonding

**PDL/CFRA Not-Concurrent:** CFRA does not run concurrently with PDL (FMLA does)

- Means employee has another full 12 weeks of CFRA job protection for baby bonding available after PDL period

**Most Common Result:** Employees will have job-protected leave available for the full 10- or 12-week PDL period (including before birth) plus 12 weeks CFRA new child bonding

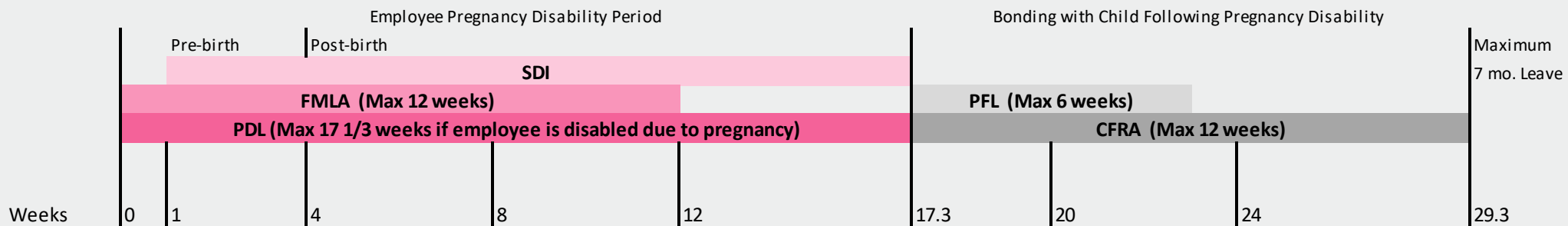
- **Total Standard Delivery Job-Protected Leave:** 5½ months of PDL & FMLA/CFRA job-protected leave (disability and baby bonding)
- **Total C-Section Delivery Job-Protected Leave:** 6 months of PDL & FMLA/CFRA job-protected leave (disability and baby bonding)

# Leaves Comparison Chart

## Birth Mother: New Child Leave in CA

### *Partial Wage Replacement*

#### Employee Pregnancy and Bonding with Child



### Two Primary Partial Wage Replacement Laws

1. California State Disability Insurance (SDI)
2. California Paid Family Leave (PFL)

**Disability Period:** California SDI provides 60% of employee's earnings (or 70% depending on income) calculated over a 12-month base period (roughly 5 to 8 months before the disability claim begins)

- Generally pays up to 4 weeks prior to delivery, but will begin as soon as the birthing mother is certified as disabled.
- 2018 maximum benefit amount is capped at \$1,216 based on a taxable wage limit of \$114,967

**Baby Bonding Period:** PFL paid at same rate as SDI for up to 6 weeks of baby bonding (typically 60% up to wage limit)

- No waiting period in transition from SDI to PFL

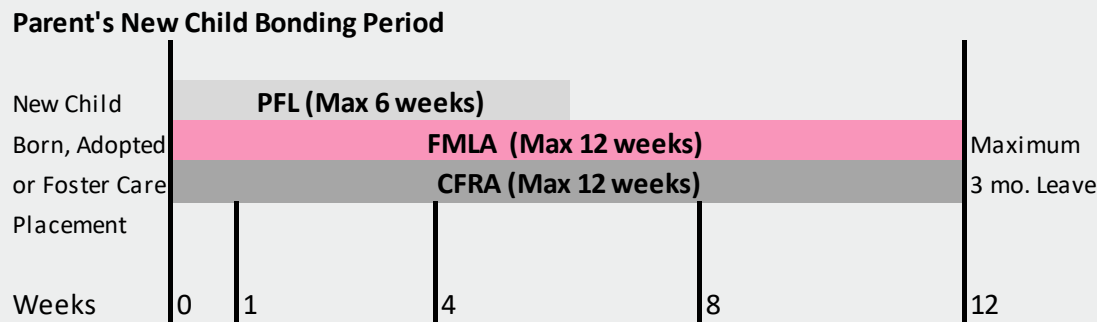
#### Most Common Result:

- **Total Standard Delivery Partial Wage Replacement:** Up to 4 months of SDI and PFL (2½ months SDI, 1½ months PFL)
- **Total C-Section Delivery Partial Wage Replacement:** Up to 4 ½ months of SDI and PFL (3 months SDI, 1½ months PFL)

**SF PPLO Note:** If the employee works in San Francisco and meets the requirements under PPL, the employee will receive up to 100% of her salary while on PFL capped at \$2,027 per week in 2018 (60% from PFL and 40% from the employer).

# Leaves Comparison Chart

## Paternity and Non-Birthing Maternity



### Paternity and Non-Birthing Maternity:

- **FMLA and CFRA Job Protection:** Employee will have up to 12 weeks (3 months) of job protection for new child bonding through concurrent FMLA/CFRA rights
- **Paid Family Leave (PFL) Partial Wage Replacement:** Provides 60% of employee's earnings (or 70% depending on income) calculated over a 12 month base period (roughly 5 to 18 months before the PFL claim begins) for up to six weeks of new child bonding.
- 2018 maximum benefit amount is capped at \$1,216 based on a taxable wage limit of \$114,967

#### Most Common Result:

- **Paternity Leave Job Protection:** New fathers can take protected bonding leave for up to 12 weeks (3 months)
- **Non-Birthing Maternity Leave (Adoption, Foster Care, Surrogacy):** Same as paternity leave (because no pregnancy disability)
- **Partial Wage Replacement:** Non-birthing parents of a new child are eligible for up to 6 weeks for new child bonding (half of the period in which they enjoy job protection)

**SF PPLO Note:** If the employee works in San Francisco and meets the requirements under PPL, the employee will receive up to 100% of his or her salary while on PFL capped at \$2,027 per week in 2018 (60% from PFL and 40% from the employer).

# Leaves Comparison Chart

## CFRA Coordination with FMLA

Leave taken by an employee under CFRA runs concurrently with FMLA, **except** where leave is taken under FMLA for disability due to pregnancy, childbirth or related medical conditions. **Leave for pregnancy or pregnancy-related disability counts only toward the employee's FMLA leave entitlement (as well as toward PDL, as discussed below) and not toward the leave rights granted under CFRA.** This is because CFRA specifically excludes leave taken for disability due to pregnancy, childbirth, or related medical conditions as a serious health condition of the employee. As a result, an employee who exhausts FMLA (and PDL) for a pregnancy-related disability is still entitled to leave under CFRA in order to bond with the newborn child.

## PDL Coordination with FMLA and CFRA

The FMLA treats any period of incapacity due to pregnancy or for prenatal care as a serious health condition which entitles the employee to leave. As a result, **leave taken for pregnancy-related disability will count toward both the employee's FMLA and PDL entitlements** (so the leave periods will run concurrently).

However, because CFRA does not include leave taken for disability due to pregnancy, childbirth or related medical conditions as a serious health condition of the employee, **PDL does not run concurrently with leave under CFRA.** As a result, an eligible employee who is certified to take the full 17 1/3 weeks of PDL (concurrently with the 12 weeks of FMLA) and then 12 weeks of CFRA for baby bonding, will have a combined total of 7 months of leave.

## San Francisco Paid Parental Leave

Employees who work at least 8 hours per week in San Francisco, and at least 40% of their weekly hours are in San Francisco are eligible to receive up to 100% of their weekly wages during the CA PFL new child bonding period capped at \$2,027 for 2018 (60% from PFL and 40% from the employer). For more information see our [webinar](#).

# Leaves Comparison Chart

## Example 1 – Pregnancy with Normal Delivery

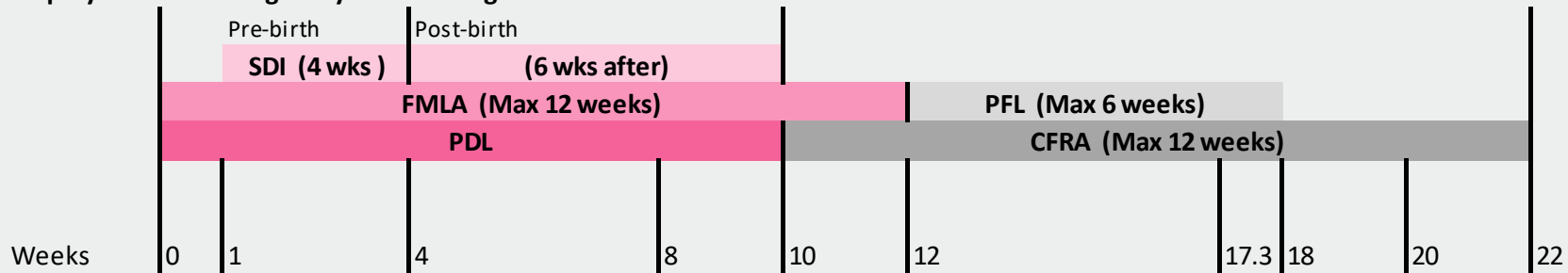
Sally is a California based employee of XYZ Corp. and has been employed there for over a year. She has pregnancy leave and has asked how much time she will be able to take off from work and what pay she will receive. XYZ employs over 50 employees within a 75-mile radius.

Sally will be eligible for the following federal and state job-protected leaves: **FMLA, PDL and CFRA**.

Sally will be eligible for the following state wage replacement benefits: **SDI and PFL**.

Generally, an employee on pregnancy disability is eligible for up to four weeks disability prior to delivery and six weeks following for a normal delivery (8 weeks for cesarean). She will be eligible for 12 weeks of baby bonding protection thereafter.

Employee Normal Pregnancy and Bonding with Child



### Three Primary Job Protection Laws

1. **Family and Medical Leave Act (FMLA):** Up to 12 weeks (runs concurrently with PDL)
2. **Pregnancy Disability Leave (PDL):** Generally 4 weeks prior to birth, 6 weeks after birth (10 weeks total)
3. **California Family Rights Act (CFRA):** Up to 12 weeks (does not run concurrently with PDL)

### Two Primary Partial Wage Replacement Laws

1. **California State Disability Insurance (SDI):** Provides 60% (or 70% depending on income) of employee's earnings, capped at \$1,216 per week (based on a taxable wage limit of \$114,967)
2. **California Paid Family Leave (PFL):** Paid at the same rate as SDI

**SF PPLO Note:** If the employee works in San Francisco and meets the requirements under PPL, the employee will receive up to 100% of her salary while on PFL capped at \$2,027 per week in 2018 (60% from PFL and 40% from the employer).



# Leaves Comparison Chart

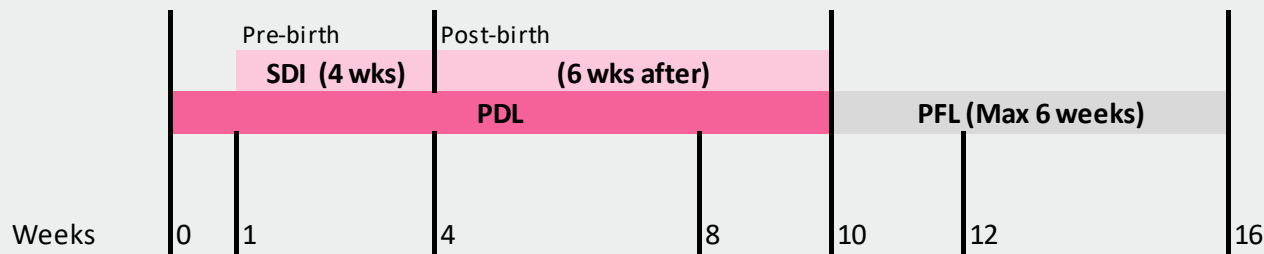
## Example 2 – Pregnancy with Normal Delivery – No FMLA/CFRA

Jane is a California based employee of XYZ Corp. and has been employed there for six months. She has requested pregnancy leave and has asked how much time she will be able to take off from work and what pay she will receive.

Jane will be eligible for the following federal and state job-protected leaves: **PDL**.

Jane will be eligible for the following state wage replacement benefits: **SDI and PFL**.

Generally, an employee on pregnancy disability is eligible for up to four weeks disability prior to delivery and six weeks following for a normal delivery (8 weeks for cesarean). In this case, Jane is not eligible for baby bonding job protection after the disability period.



### Job Protection

**Pregnancy Disability Leave (PDL):** Generally 4 weeks prior to birth, 6 weeks after birth (10 weeks total)

### Two Primary Partial Wage Replacement Laws

1. **California State Disability Insurance (SDI):** Provides 60% (or 70% depending on income) of employee's earnings, capped at \$1,216 per week based on a taxable wage limit of \$114,967 .
2. **California Paid Family Leave (PFL):** Paid at the same rate as SDI

**SF PPLO Note:** If the employee works in San Francisco and meets the requirements under PPL, the employee will receive up to 100% of her salary while on PFL capped at \$2,027 per week in 2018 (60% from PFL and 40% from the employer).

# Leaves Comparison Chart

## Example 3 – Pregnancy with Cesarean Delivery

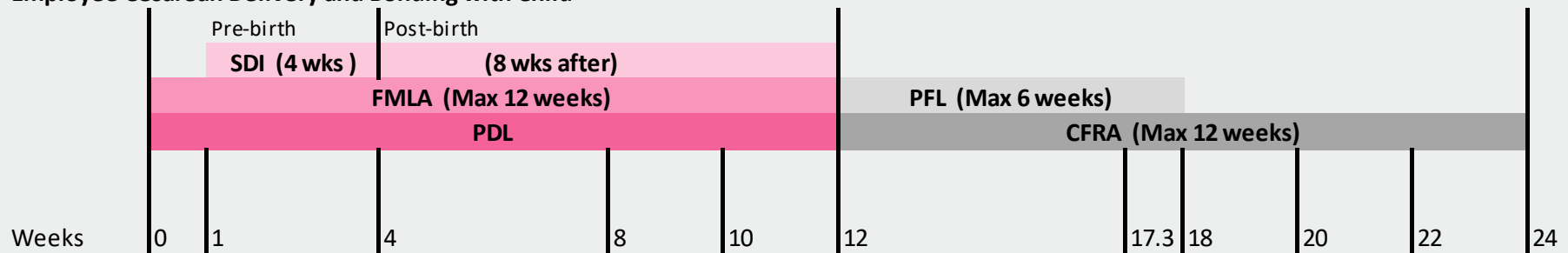
Estelle is a California based employee of XYZ Corp. and has been employed there for over a year. She has pregnancy leave and has asked how much time she will be able to take off from work and what pay she will receive. XYZ employs over 50 employees within a 75-mile radius.

Estelle will be eligible for the following federal and state job-protected leaves: **FMLA, PDL and CFRA.**

Estelle will be eligible for the following state wage replacement benefits: **SDI and PFL.**

Generally, an employee on pregnancy disability is eligible for up to four weeks disability prior to delivery and six weeks following for a normal delivery (8 weeks for cesarean). She will be eligible for 12 weeks of baby bonding protection thereafter.

### Employee Cesarean Delivery and Bonding with Child



### Three Primary Job Protection Laws

1. **Family and Medical Leave Act (FMLA):** Up to 12 weeks (runs concurrently with PDL)
2. **Pregnancy Disability Leave (PDL):** Generally 4 weeks prior to birth, 8 weeks after birth (12 weeks total)
3. **California Family Rights Act (CFRA):** Up to 12 weeks (does not run concurrently with PDL)

### Two Primary Partial Wage Replacement Laws

1. **California State Disability Insurance (SDI):** Provides 60% (or 70% depending on income) of employee's earnings, capped at \$1,216 per week (based on a taxable wage limit of \$114,967)
2. **California Paid Family Leave (PFL):** Paid at the same rate as SDI

**SF PPLO Note:** If the employee works in San Francisco and meets the requirements under PPL, the employee will receive up to 100% of her salary while on PFL capped at \$2,027 per week in 2018 (60% from PFL and 40% from the employer).

# Leaves Comparison Chart

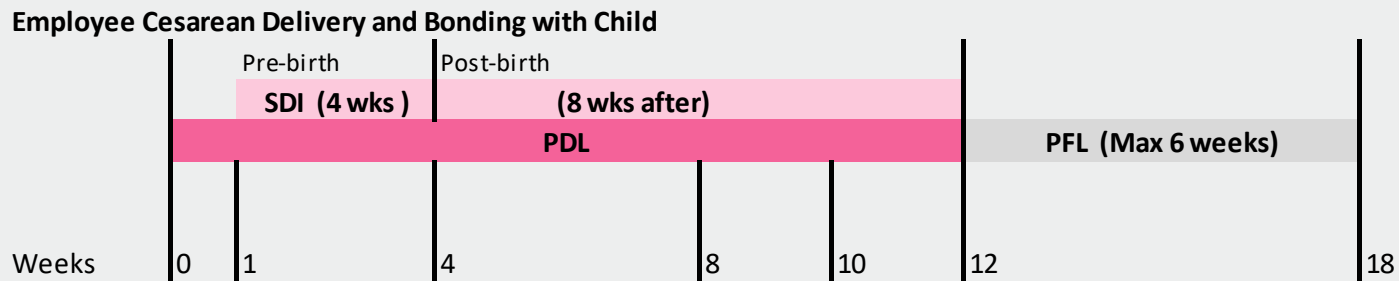
## Example 4 – Pregnancy with Cesarean Delivery – No FMLA/CFRA

Rachel is a California based employee of XYZ Corp. and has been employed there for six months. She has requested pregnancy leave and has asked how much time she will be able to take off from work and what pay she will receive.

Rachel will be eligible for the following federal and state leaves: **PDL**.

Rachel will be eligible for the following state wage replacement benefits: **SDI and PFL**.

Generally, an employee on pregnancy disability is eligible for up to four weeks disability prior to delivery and eight weeks following for cesarean delivery. In this case, Rachel is not eligible for baby bonding job protection after the disability period.



### Job Protection

**Pregnancy Disability Leave (PDL):** Generally 4 weeks prior to birth, 8 weeks after birth (12 weeks total)

### Two Primary Partial Wage Replacement Laws

- California State Disability Insurance (SDI):** Provides 60% (or 70% depending on income) of employee's earnings, capped at \$1,216 per week based on a taxable wage limit of \$114,967.
- California Paid Family Leave (PFL):** Paid at the same rate as SDI

**SF PPLO Note:** If the employee works in San Francisco and meets the requirements under PPL, the employee will receive up to 100% of her salary while on PFL capped at \$2,027 per week in 2018 (60% from PFL and 40% from the employer).

# Leaves Comparison Chart

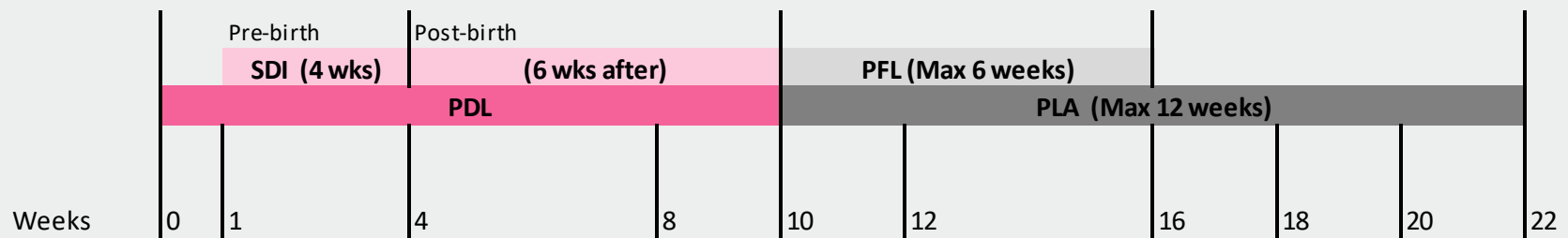
## Example 5 – Pregnancy with Normal Delivery – Small Employer

Mary is a California based employee of ABC Corp. and has been employed there for over three years. She has requested leave for her pregnancy and has asked how much time she will be able to take off from work. ABC has 35 employees (more than 20 within 75-mile radius).

Mary will be eligible for the following federal and state leaves: **PDL and PLA.**

Mary will be eligible for the following state wage replacement benefits: **SDI and PFL.**

Generally, an employee on pregnancy disability is eligible for up to four weeks disability prior to delivery and six weeks following for a normal delivery (8 weeks for cesarean). She will be eligible for 12 weeks of baby bonding protection thereafter.



### Two Primary Job Protection Laws

1. **Pregnancy Disability Leave (PDL):** Generally 4 weeks prior to birth, 6 weeks after birth (10 weeks total)
2. **California Parent Leave Act (PLA):** Up to 12 weeks (does not run concurrently with PDL)

### Two Primary Partial Wage Replacement Laws

1. **California State Disability Insurance (SDI):** Provides 60% (or 70% depending on income) of employee's earnings, capped at \$1,216 per week (based on a taxable wage limit of \$114,967)
2. **California Paid Family Leave (PFL):** Paid at the same rate as SDI

**SF PPLO Note:** If the employee works in San Francisco and meets the requirements under PPL, the employee will receive up to 100% of her salary while on PFL capped at \$2,027 per week in 2018 (60% from PFL and 40% from the employer).

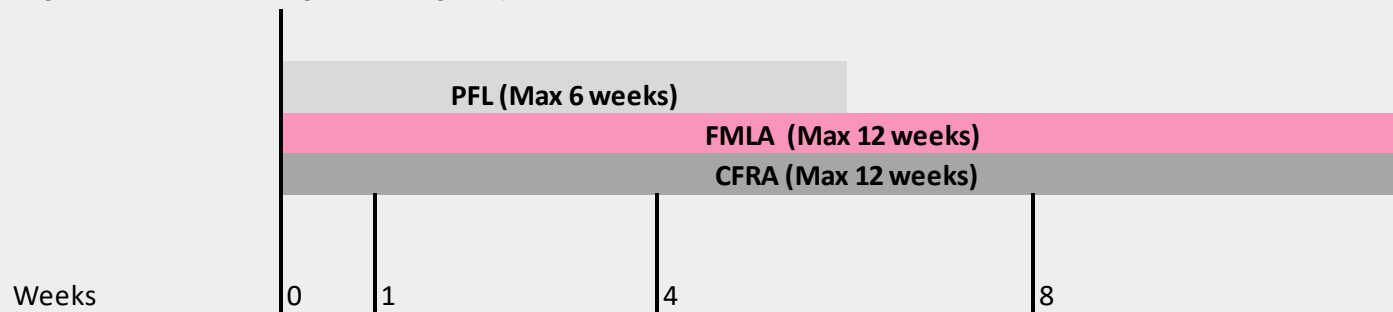
# Leaves Comparison Chart

## Example 6 - Paternity Leave, Non-birthing Maternity, & Employee's Dependent has a Medical Condition

Amy, George and Susan are California based employees of XYZ Corp. and have been employed there for over one year. Amy's spouse has a medical condition, George's wife just had a baby, and Susan has just adopted a baby. All three employees have requested leave and have asked how much time they will be able to take off from work and what pay they will receive. XYZ employs over 50 employees in a 75-mile radius.

Amy, George and Susan will be eligible for the following federal and state leaves: **FMLA and CFRA**.

They will also be eligible for the following state wage replacement benefits: **PFL**.



### Two Primary Job Protection Laws

1. **Family and Medical Leave Act (FMLA):** : Up to 12 weeks (runs concurrently with CFRA)
2. **California Family Rights Act (CFRA):** Up to 12 weeks (runs concurrently with FMLA)

### Partial Wage Replacement

**California Paid Family Leave (PFL):** Provides 60% (or 70% depending on income) of employee's earnings, capped at \$1,216 per week (based on a taxable wage limit of \$114,967)

**SF PPLO Note:** If George or Susan works in San Francisco and meets the requirements under PPL, they will receive up to 100% of their salary while on PFL capped at \$2,027 per week in 2018 (60% from PFL and 40% from the employer). Amy is not eligible for SF PPLO because she is not on parental leave.

# Leaves Comparison Chart

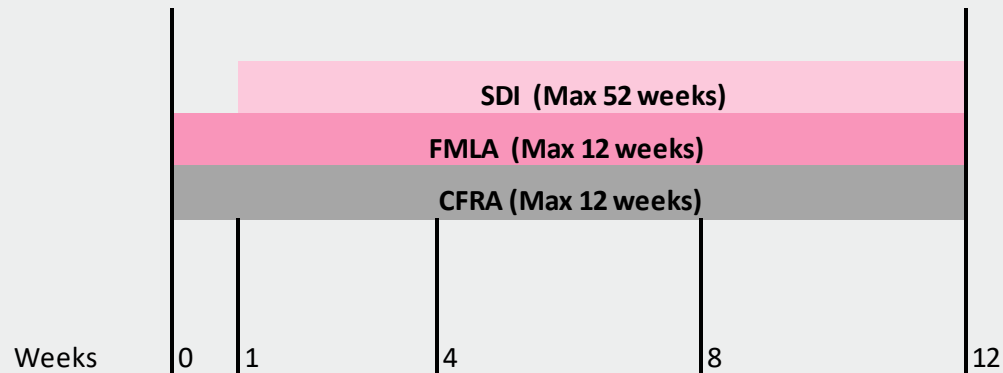
## Example 7 – Employee’s own medical condition

Harry is a California based employee of XYZ Corp. and has been employed there for over one year. He has requested disability leave and has asked how much time he will be able to take off from work and what pay he will receive. XYZ employs over 50 employees in a 75-mile radius.

Harry will be eligible for the following federal and state leaves: **FMLA and CFRA**.

Harry will be eligible for the following state wage replacement benefits: **SDI**.

All employee requests for medical disability leave must be certified by a physician.



### Two Primary Job Protection Laws

1. **Family and Medical Leave Act (FMLA):** : Up to 12 weeks (runs concurrently with CFRA)
2. **California Family Rights Act (CFRA):** Up to 12 weeks (runs concurrently with FMLA)

### Partial Wage Replacement

**California State Disability Insurance (SDI):** Provides 60% (or 70% depending on income) of employee’s earnings, capped at \$1,216 per week (based on a taxable wage limit of \$114,967)

**ADA Note:** Although George’s FMLA/CFRA job-protected leave ends after 12 weeks, XYZ may still be prohibited from terminating his employment under the Americans with Disabilities Act (ADA). It can take over a year to determine whether XYZ is able to make an appropriate reasonable accommodation for a disabled employee (or if that would create an undue hardship). However, ADA does not come with any requirement to continue health coverage (unlike FMLA, CFRA, PDL, or another state equivalent).