

California Pregnancy Leave Integrated with FMLA and CFRA

Family Medical Leave Act (FMLA):

Employees with at least one year of service are eligible for 12 weeks of job-protected leave with benefits for pregnancy-related disability and to care for a newborn.

California Pregnancy Disability Leave (PDL):

All employees are eligible for up to 16 weeks of job-protected leave for pregnancy-related disability only. Benefits are not required to be paid. Runs concurrently with FMLA.

California Family Rights Act (CFRA):

Employees with at least one year of service are eligible for 12 weeks of job-protected leave with benefits to bond with a newborn. Normally runs concurrently with FMLA for a non-pregnancy leave. For a pregnancy leave, CFRA begins after the pregnancy disability ends and can be used solely to bond with a newborn. Only requires employer to cover total of 12 weeks of benefits during leave so no benefits are required if 12 weeks have been paid during FMLA.

