

## TYPES OF MATERNITY LEAVE COMBINATIONS

PLEASE NOTE: BELOW IS A GENERAL OUTLINE OF MATERNITY LEAVE.  
FOR SPECIFIC QUESTIONS, PLEASE SEE FAQ AND CONTACT YOUR HR ANALYST.

### Example 1:

6 weeks of disability (PDL) followed by 6 weeks of bonding (CFRA) - Total Leave Time 12 weeks (approx 3 months)

PDL						CFRA					
FMLA											
1	2	3	4	5	6	7	8	9	10	11	12

### Example 2:

9 weeks of disability (PDL) followed by 12 weeks of bonding (CFRA) - Total Leave Time 21 weeks (4.8 months)

PDL									CFRA											
FMLA																				
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21

### Example 3:

12 weeks of disability (PDL) followed by 12 weeks of bonding (CFRA) - Total Leave Time 24 weeks (5.5 months)

PDL												CFRA											
FMLA																							
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24

### Example 4:

17 weeks of disability (PDL) followed by 12 weeks of bonding (CFRA) - Total Leave Time 29 weeks (almost 7 months)

PDL																	CFRA											
FMLA																												
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29

#### **(PDL)** -- Pregnancy Disability Leave is job and benefit protection

- Can be up to 17 weeks as determined by employee's doctor
- Release from PDL is at the discretion of the employee's M.D.

#### **(FMLA)** -- Family Medical Leave Act is job and benefit protection

- Eligibility entitlement is on a rolling 12 months
- Runs concurrently with PDL

#### **(CFRA)** -- California Family Rights Act (Bonding) is job and benefit protection

- Can be taken at any time during the baby's first year
- Can not be taken at same time as PDL
- Can be taken in **no less** than two week increments (except for two occasions during the year)