

Pregnancy Leave Information and Options

Family Medical Leave Act (FMLA): Up to 12 weeks to be used within a year of birth, unpaid (but can use vacation or sick time) and required to pay health benefits.

Eligibility: Must have completed 12 months of service, including 1250 work hours within the preceding 12 months.

California Pregnancy Disability Leave Act (PDL): Up to 4 months for disability related to child birth, unpaid (but can use vacation or sick time) and not required to pay health benefits. Runs concurrently with FMLA.

Eligibility: Employees are eligible upon hire (including probationary, per diem, and casual employees).

California Family Rights Act (CFRA): Up to 12 weeks for child bonding leave to be used with a year of birth, unpaid (but can use sick or vacation time) and required to pay health benefits. Runs concurrently with FMLA.

Eligibility: Must have completed 12 months of service, including 1250 work hours within the preceding 12 months.

4 Months Pregnancy Leave Allotment:

FMLA/CFRA: 3 months +

PDL: 1 month.