

JOB PROTECTION

FMLA

Provides up to 12 weeks of leave for a serious pregnancy related medical condition or to care for a child within 1 year of child's birth, adoption or foster placement. Runs concurrently with PDL & CFRA

County Parental Leave Policy

Allows up to 13 Bi-weekly pay cycles (at the end of the PDL portion) of parental leave at the discretion of the Department Head

PDL

Pregnancy Disability Leave

Provides up to 17 1/3 weeks for the medical disability portion of the leave. (Typically, 4 weeks pre-delivery, 6 weeks after vaginal delivery and 8 weeks after C-Section delivery)

CFRA

California Family Medical Leave Act

Provides 12 weeks (at the end of the PDL portion) of parental bonding to care for a child within 1 year of birth, adoption or foster placement. May be taken in 2 week blocks up to 12 weeks total

BIRTH

6 MOS OLD

WEEKS



SDI-State Disability Insurance

Provides partial wage replacement during disability for participating employees. Administered by the State. Has a 1 week waiting period.

PFL-Paid Family Leave

PFL program is linked to SDI and administered by the State. Provides partial wage replacement for up to 8 weeks during the bonding portion of leave.

Accrual Balances

Employees are eligible to use their accrual balances such as Sick Leave, Vacation, Comp and Holiday during the time they are off and continue to receive a County paycheck. For employees receiving SDI, PFL or ESTD payments, accrued leave can be integrated so the employee can receive full pay. How accrual balances are used during FMLA, CFRA or PDL leave is at the discretion of each employee.

Employer Paid-HEALTH BENEFITS

The Employer portion of Health Benefits will continue to be paid by the County for the entire time the employee is on one of the legally protected leave types (ie. PDL, FMLA, CFRA) regardless of whether the employee is using their accrual balances and/or getting a paycheck from the County. The employee is still responsible for the employee portion of benefits during this time.

Possible Employer Payment-HEALTH BENEFITS

The Employer portion of Health Benefits will continue to be paid by the County if the employee is using their accrual balances. When not using accrued leave hours, the County will continue to pay its share of health benefits for 1 month for every year of the employee's County Service, not to exceed 12 months starting from date of leave.

WAGE REPLACEMENT