



Pregnancy Leave

(IBEW & SEIU-Represented Employees)


		<u>Job Protection - Leave Length</u>	
Leave Type	Eligibility		Duration
PDL: Pregnancy Disability Leave	1 st day of hire.		Begins based on first day off as certified by doctor and may be up to 4 months (17 1/3 weeks). Runs concurrently with FMLA.
FMLA: Family & Medical Leave Act	Completed 12 months of service with the Company. Worked at least 1250 hours with the 12 months immediately preceding the leave start date. Hours worked does not include paid or unpaid absences.		Up to 12 weeks in a rolling 12 month period measured backward from the date any FMLA is used. Runs concurrently with PDL.
CML: Company Medical Leave	Must have attained regular status.		Must be greater than 10 unpaid consecutive business days. May be granted up to six months. An additional six months on may be granted upon request. Runs concurrently with unpaid FMLA/PDL.
<u>Paid Time from the Company</u>			
PDL/FMLA	Eligible to use sick/vacation/floating at beginning of leave. Paid time cannot be used intermittently or on a reduced schedule during a continuous leave.		
CML	Unpaid		
<u>Paid Benefits from California Employment Development Department (EDD)</u>			
	Eligibility		Interaction with Company Paid Time
SDI: State Disability Insurance	Eligible to file for SDI with EDD for disabled period due to pregnancy. SDI will typically pay time off two to four weeks before due date with medical certification and six weeks paid time after delivery if natural birth, and eight weeks if C-section. If still disabled due to complications, SDI may continue to pay benefits (up to 52 weeks) There is a seven day waiting period unpaid prior to receiving SDI benefits. SDI/PFL Weekly Benefit Amount Work Sheet: http://www.edd.ca.gov/pdf_pub_ctr/de2588.pdf		Eligible to use Company sick pay during this waiting period without SDI benefits being affected. If additional sick pay is used, then NOT eligible to receive SDI until you are no longer receiving Company sick pay as it is in conflict with receiving SDI benefits. Voluntary use of vacation is not in conflict with SDI benefits.
<u>Health Care Coverage during Unpaid Leave</u>			
Pregnancy Leave: PDL/FMLA/CML	Can elect to continue medical, dental & vision coverage at the same cost as active employee, for duration of pregnancy/medical leaves up to 12 months.		

Example: Pregnancy Leave Timeline Overview

- Baby born on week 3 after leave begins, natural birth.
- PDL ends after 9 weeks: 3 weeks before birth + 6 weeks after natural birth.
- FMLA ends after 9 weeks with 3 weeks remaining
- CML begins in week 3 running concurrently during disability period (unpaid) with PDL & FMLA, and ending on week 9

Pay type: Elect to use company sick leave for first two weeks and apply for SDI for remainder of disability period.

Health Care Premiums: Same cost as active employee for up to 12 months

Baby born on day 21 

Week #	1	2	3	4	5	6	7	8	9
Job Protection by Leave Type	PDL FMLA CML								
Pay Type	Co. Sick		SDI Pay from State during disabled period						
Health Care	Same cost as active employee								



Transition from Pregnancy Leave to Baby Bonding Leave

(IBEW & SEIU-Represented Employees)

Job Protection – Leave Length

Leave Type	Eligibility	Duration
FMLA: Family & Medical Leave Act	Completed 12 months of service. Worked at least 1250 hours with the 12 months immediately preceding the leave start date. Hours worked does not include paid or unpaid absences.	Up to 12 weeks in a rolling 12 month period measured backward from the date any FMLA/CFRA is used. Begins 6 weeks (if natural) or 8 weeks (C-Section) after delivery date and/or after PDL ends. Runs concurrently with unpaid FMLA/CFRA. Leave must be taken within one year of the qualifying event. Spouses who both work for the company share their FMLA/CFRA entitlements when both taking leave for bonding with their child after birth, adoption or foster placement.
CFRA: CA Family Rights Act		
CBL: Company Child Bonding Leave	Must have attained regular status.	May be granted up to 6 months with job protection. An additional six months may be granted upon request but not job protected.

Paid Time from the Company

FMLA/CFRA	Eligible to use vacation/floating holiday at beginning of leave. Cannot use sick pay. The use of paid time does not delay the start of FMLA/CFRA.
CBL	Unpaid

Paid Benefits from California Employment Development Department (EDD)

	Eligibility	Interaction with Company Paid Time
PFL: Paid Family Leave	Eligible to file for PFL (Paid Family Leave) benefits with EDD for paid time up to 6 weeks. PFL benefits are available within one year of child's birth or placement. No waiting period if taking baby bonding leave subsequent to pregnancy leave and already fulfilled the SDI waiting period.	Voluntary use of vacation is not in conflict with PFL benefits. SDI/PFL Weekly Benefit Amount Work Sheet: http://www.edd.ca.gov/pdf_pub_ctr/de2588.pdf

Health Care Coverage during Unpaid Leave

FMLA/CFRA/CBL	Medical coverage continues at the same cost as active employee for 3 full calendar months. Starting the fourth calendar month, employee will be responsible for 100% of total premium cost of medical, dental & vision coverage.	Example: Unpaid Child Bonding Leave begins on June 15, medical coverage premiums continue at active employee rates for the three full months of July, August & September. Effective October 1, full premium costs applies if employee has not returned to work or is on paid status using vacation or floating holiday by last working day of September. If using vacation or floating holiday at the end of bonding leave, then the CBL will end.
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Example: Bonding Leave Timeline Overview

- FMLA/CFRA begins on week 10
- FMLA – exhausts after 3 weeks (9 weeks already taken during pregnancy leave + 3 weeks baby bonding = 12 wks max)
- CFRA continues through week 21 (12 weeks maximum)
- CBL running concurrently with FMLA/CFRA since unpaid from Company, and continues to end of leave

Week #	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
Job Protection by Leave Type	FMLA																				
	CFRA																				
	CBL																				
Pay Type	PFL Pay from State																				
Health Care	Same cost as active employee (3 full calendar months)																		4th mo.-Full medical prem		

Pay type: Receive PFL benefits on first day for 6 weeks and then unpaid for remainder of leave

Health Care Premiums: Pay full premiums starting week 27 (4th month) if elect to continue coverage