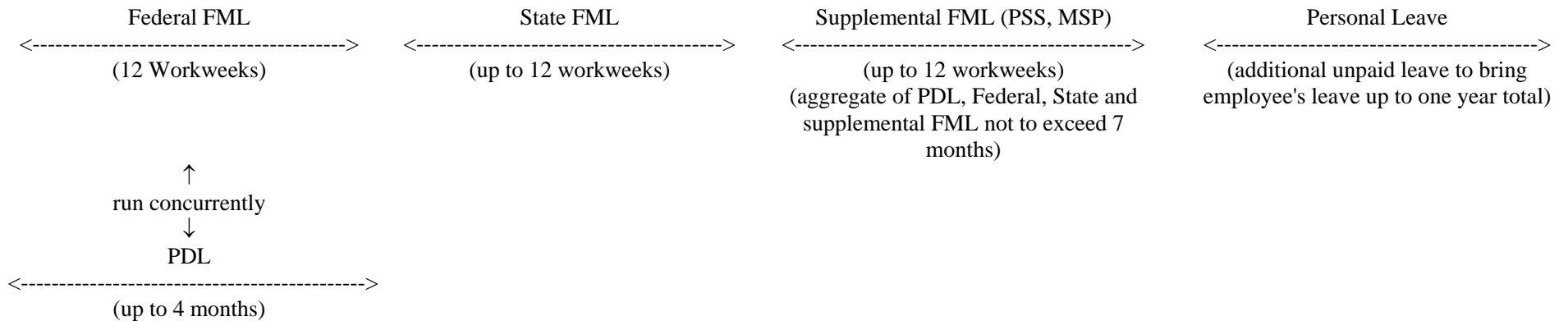


**INTERACTION BETWEEN PREGNANCY DISABILITY LEAVE, PARENTAL LEAVE, AND
STATE AND FEDERAL FAMILY AND MEDICAL LEAVE**

There are a variety of leave entitlements and leave options available to pregnant employees:

- A pregnant employee is entitled up to four (4) months of leave while disabled for pregnancy-related reasons under California Pregnancy Disability Leave provisions.
- In addition, an eligible employee is entitled to twelve (12) weeks of Federal Family and Medical Leave and twelve (12) weeks of State Family and Medical Leave under the California Family Rights Act. Federal FML and State FML normally run concurrently, except for pregnancy disability. Leave for pregnancy disability, while counted against an employee’s Federal FML entitlement, is not counted against an employee’s State FML entitlement. Therefore, an employee who exhausts her Federal Family and Medical Leave entitlement because of pregnancy disability is entitled to an additional twelve (12) weeks of family and medical leave under State FML for any reason other than pregnancy disability (e.g. to care for her newborn), provided she has leave remaining in her 12-week leave bank.
- Under University policy, non-represented staff employees (PSS & MSP), are also entitled to supplement their pregnancy disability and parental leaves with up to twelve (12) weeks of Supplemental Family and Medical Leave for a total leave period of a maximum of seven (7) months (combined pregnancy disability leave, parental leave, and supplemental family and medical leave). Note: Skilled Crafts and CNA represented employees have additional leave available under certain circumstances. Refer to the appropriate collective bargaining agreement for details.
- Employees (except for Skilled Crafts/CNA represented) who are not eligible for Federal, State, or Supplemental Family Medical leave, or those employees who wish to be on leave for longer than seven (7) months, may request personal leave for up to a total leave period of one (1) year, which may be granted at the discretion of the supervisor.



Two examples of the application of these leave policies for employees other than Skilled Crafts/CNA represented are on the reverse side of this page. Both assume no prior use of either State or Federal Family and Medical Leave within the calendar year.

Example 1

Reason for Leave	Leave Weeks	Federal Family and Medical Leave Entitlement, if eligible?	State Family and Medical Leave Entitlement, if eligible?	Other Leave Available?	University Contributions for Medical/Dental/Vision?
Pregnancy disability (Standard two weeks before and six weeks after delivery)	1 - 8	Yes 8 weeks used; 4 weeks remaining	No 0 weeks used; 12 weeks remaining	Entitled to Pregnancy Disability Leave, even if not entitled to FML	Yes, if Federal FML, otherwise contributions for Medical only if receiving UPD*
Parental Leave (taken immediately following pregnancy disability)	9 - 12	Yes 4 weeks used; 0 remaining	Yes 4 weeks used (concurrent with Federal FML); 8 weeks remaining	Personal leave, granted at discretion of supervisor, if not entitled to FML	Yes, if Federal FML
Parental Leave	13 - 20	No	Yes 8 weeks used; 0 weeks remaining	Personal leave, granted at discretion of supervisor, if not entitled to FML	No
	21 - 28	No	No	<u>Nonrepresented Staff (PSS & MSP):</u> Supplemental Family and Medical Leave entitlement <u>Represented Staff:</u> Personal leave at discretion of Supervisor	No
Additional Leave	29 - 52	No	No	Personal leave at discretion of Supervisor	No

Example 2

Reason for Leave	Leave Weeks	Federal Family and Medical Leave Entitlement, if eligible?	State Family and Medical Leave Entitlement, if eligible?	Other Leave Available?	University Contributions for Medical/Dental/Vision?
Pregnancy disability (Complicated pregnancy - employee continues to be disabled for 4 month period)	1 - 12	Yes 12 weeks used; 0 remaining	No 0 weeks used; 12 weeks remaining	Entitled to Pregnancy Disability Leave, even if not entitled to FML	Yes, if Federal FML, otherwise contributions for Medical only if receiving UPD
	13 - 16	No	No 0 weeks used; 12 weeks remaining	Entitled to Pregnancy Disability Leave	Contributions for Medical only if receiving UPD
Parental Leave	17 - 28	No	Yes 12 weeks used; 0 weeks remaining	Personal leave, granted at discretion of supervisor, if not entitled to FML	No
Additional Leave	29 - 52	No	No	Personal leave at discretion of Supervisor	No