Job and Wage Protection for California

Job Protection

Job Protection: Disability

Pregnancy Disability Leave/

Family and Medical Leave Act

PDL provides up to 17.3 weeks of unpaid job protected eave. The "standard" duration a doctor will certify disability for an uncomplicated pregnancy is 10 to 12 weeks-4 weeks before your estimated due date and 6 weeks after a vaginal delivery, or 8 weeks after a c-section.

Job Protection: Bonding

California Family Rights Act/New Parent Leave Act

CFRA/NPLA provides a additional 12 weeks of unpaid job protected leave for baby bonding following PDL.

Birth

Weeks	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22

Wage Protection

Wage Replacement

Disability Insurance

The DI claim is effective starting on the first day of disability. However, DI payment will begin after serving 7-days of unpaid waiting period.

Wage Replacement

Paid Family Leave

8 weeks of PFL is paid at the same rate as DI.

Wage Replacement

Unpaid-None

The remaining 4 weeks of CFRA are unpaid, Unless you use PTO or vacation.