

Typical Pregnancy Leave

The following chart shows the interaction between the various leave laws for an employee taking time off during and after the birth of a child. The chart assumes the birth occurs during Week 4 and the employee's disability ends in Week 10.

Weeks of Leave (CFRA baby bonding occurs immediately following PDL)																					
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
PDL Continuation of Benefits										CFRA Continuation of Health Benefits											
FMLA Continuation of Health Benefits																					
SDI Wage Replacement										PFL Wage Replacement (AB 908 would extend this to Week 18)						Unpaid/Company Policy (Kin Care or CPSL if newborn is ill)					