



**Glendale Teachers Association**  
 3233 N. Verdugo Road, Glendale, CA 91208  
 (818) 240-3924 Fax: (818) 249-0555  
 www.glendaleteachers.org



**PDL/FMLA/CFRA LEAVES**

<b><u>Maternity Leave(PDL)</u></b>	<b><u>FMLA/CFRA</u></b>	<b><u>CFRA</u></b>
<ul style="list-style-type: none"> <li>• The duration is up to your doctor depending on type of delivery and health condition of mother (usually 6-8 weeks, but can be longer)</li> <li>• Medical benefits intact</li> <li>• Paid:               <ul style="list-style-type: none"> <li>• Use all of your sick days for work days missed</li> <li>• When sick days are exhausted, use up to 100 half days (50% of daily rate)</li> </ul> </li> <li>• You may use any other disability insurance (i.e. The Standard) to supplement your pay</li> </ul>	<ul style="list-style-type: none"> <li>• 12 weeks (60 work days) of additional time may be taken immediately following Pregnancy disability OR any increment of time totaling 12 weeks (60 work days) may be taken within a year following birth or adoption of child</li> <li>• Medical benefits intact</li> <li>• Paid:               <ul style="list-style-type: none"> <li>• Use all remaining sick days</li> <li>• When sick days are exhausted, use up to 100 half days (50% of daily rate)</li> <li>• When half days are exhausted, you will continue to receive half day pay for the duration of the 12 weeks</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Up to 2 years</li> <li>• You must pay for your medical benefits</li> <li>• Unpaid</li> </ul>

\*PDL=Pregnancy Disability Leave=Maternity Leave

\*FMLA=Family Medical Leave Act

\*CFRA=California Family Rights Act

Teachers do not qualify for State Disability because we do not pay into it. It is important for teachers to purchase supplemental disability insurance, like The Standard (1-800-522-0406). Also, please make sure you notify Human Resources around 5 months of pregnancy that you are anticipating being on Maternity Leave.

Paternal leave is allowed under FMLA and CFRA. Column 2 and 3 applies to all partners.