

Larkin **California - Leave Examples**

Example 1
An eligible birthing parent is requesting 6 weeks of pregnancy disability leave from birth and 12 weeks of parental leave.

	Pregnancy Disability						Parental (Bonding) Leave											
Leave Laws	CA PDL						CA CFRA											
	Federal FMLA																	
State Income Replacement Benefits	CA SDI						CA PFL											
Week	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18

CA PDL and CFRA run concurrently with federal FMLA where an employee is eligible for each law. CA PDL does *not* run concurrently with CFRA.

As of the 18th week of their leave, the employee has used all their parental leave allowed under both FMLA and CFRA in a 12-month period.

Note: CA SDI becomes payable after a 7 calendar day waiting period.

Example 2
An eligible non-birthing parent is requesting 12 weeks of parental leave to bond with their newborn.

	Parental (Bonding) Leave											
Leave Laws	CA CFRA											
	Federal FMLA											
State Income Replacement Benefits	CA PFL											
Week	1	2	3	4	5	6	7	8	9	10	11	12

CFRA runs concurrently with FMLA where an employee is eligible for each law.

As of the 12th week of their leave, the employee has used all their parental leave allowed under both FMLA/CFRA in a 12-month period.

Example 3
An eligible employee requires 8 weeks of medical leave to recover from their surgery.

	Medical Leave											
Leave Laws	CA CFRA											
	Federal FMLA											
State Income Replacement Benefits	CA SDI											
Week	1	2	3	4	5	6	7	8	9	10	11	12

CFRA runs concurrently with FMLA where an employee is eligible for each law.

In this example, the employee has 4 weeks of FMLA/CFRA remaining to use.

Note: CA SDI becomes payable after a 7 calendar day waiting period.

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