

Pregnancy Disability and Bonding Leave for Birth Mother Eligible for FMLA/CFRA

(Typical, uncomplicated pregnancy & childbirth)

JOB PROTECTION

PDL

Pregnancy Disability Leave

Up to 4 months unpaid, job protected leave with continued health benefits

FMLA

Family Medical Leave Act

Up to 12 weeks of unpaid job protected leave (runs concurrently with PDL)

CFRA

California Family Rights Act

12 weeks unpaid, job-protected leave to bond within 1 year

Birth

Weeks

1

2

3

4

5

6

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8

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SDI

State Disability Insurance
4 weeks pre-birth
and 6 weeks
recovery

PFL

Paid Family Leave
8 weeks to
bond

WAGE REPLACEMENT