

### Available Leave Types

Leave Type:	Leaves Employee can take:	Are Leaves concurrent	Right to Return to Job	Notes
Employee's own medical condition	<p>CFRA/FMLA - up to 480 hrs (12 weeks)</p> <p>Short Term Disability (SDT) - please check with Union Rep to see if eligible</p> <p>Long Term Disability (LTD) - please check with Dept payroll clerk for forms</p> <p>Paid time on books (i.e. sick leave, vacation, compensation time)</p> <p>13 payperiod health benefit coverage</p>	Depends - CFRA/FMLA will run concurrent with any paid leave; CFRA/FMLA may or may not run concurrent with 13 payperiod health benefit coverage	CFRA/FMLA - same or comparable	13 payperiod health benefit coverage - for employee's own medical condition only; County continues to pay it's portion of health benefit premiums and EE pays his/her portion; begin when EE is in a LWOP status
Employee needs leave to care for sick parent, child, spouse or registered domestic partner	<p>CFRA &amp; FMLA: 480 hours (12 weeks) to care for serious health condition of covered family member</p> <p>Paid time on books (i.e. sick leave, vacation, compensation time) NOTE: may use up to 48 hours of sick leave</p> <p>Kin Care Leave - can use up to half of their year's sick accrued sick leave to care for sick parent, child, spouse or domestic partner</p>	Yes	CFRA/FMLA - same or comparable	<p>To care for a registered domestic partner is only covered under CFRA</p> <p>CFRA taken to care for a registered domestic partner would not exhaust FMLA benefits</p>

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Employee is pregnant	Pregnancy Disability Leave (PDL) - up to 4 months  FMLA - up to 480 hrs (12 weeks)  Short Term Disability (SDT) - please check with Union Rep to see if eligible  Paid time on books (i.e. sick leave, vacation, compensation time)	Yes, except for CFRA. CFRA (bonding) starts once PDL/FMLA are exhausted	FMLA/PDL - same or comparable job	PDL can cover prenatal visits, intermittent leave, reduce work schedule, pregnancy, childbirth or related medical conditions.
Employee is a New Mother following PDL/FMLA; Bonding Leave	CFRA bonding leave - up to 480 hrs (12 weeks); must be used within 1 year of date of birth  Paid time on books (i.e. sick leave, vacation, compensation time)	Yes	CFRA -same or comparable job	If both parents are County employees, then they must share the 12 weeks of CFRA bonding, meaning they get a total of 12 weeks, not 12 weeks each.
Employee is a New Parent	CFRA & FMLA: 480 hour (12 weeks) unpaid leave for: *birth of child *placement of child for adoption or foster care  Paid time on books (i.e. sick leave, vacation, compensation time)	Yes	CFRA/FMLA - same or comparable	If both parents are County employees, then they must share the 12 weeks of CFRA bonding, meaning they get a total of 12 weeks, not 12 weeks each.

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Qualifying Exigency b/c of employee's of family member's active military duty	FMLA - 480 hours (12 weeks)	N/A	FMLA - same or comparable	Not covered under CFRA  FMLA can be used for "any qualifying exigency" arising b/c the spouse, son, daughter or parent of the EE is on active military duty or has been notified of active duty status, in support of a contingency operation
Care for ill or injured Servicemember	Military FMLA - 26 weeks  FMLA - 480 hours (12 weeks)		FMLA - same or comparable	An EE can use 26 weeks of military FMLA plus 12 weeks of FMLA for a total of 38 weeks