**State of California Pregnancy Leave | PDL**

**Family and Medical Leave Act | FMLA**

**California Family Rights Act | CFRA**

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**Expectant Mother Leave Example**

- **Pre-Partum Leave**
  - Up to 4 weeks
  - Week 1
  - Week 4

- **Birth**
  - Week 4

- **Post-Partum Leave**
  - Up to 8 weeks
  - 6 weeks for vaginal / 8 weeks for Caeasarean
  - Week 11
  - Week 12

- **Caeasarean Section**

- **Family Leave**
  - Up to 12 Weeks
  - Week 24

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**7 Day Wait Period**

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- **State Disability Income (SDI)**
- **Paid Family Leave Income (PDL)**
- **University sick time, vacation time (or salary continuation for faculty)**

- **No State Income**
- **7 day wait period prior to receiving state disability income**

*Available University sick or vacation time can be used to cover SDI waiting period and any difference between normal salary and SDI or PFL received (typically called coordination of benefits). Faculty will receive salary continuation less SDI received.*

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**To Do**

- Expectant Parent To-Do List
  - Click Here