



# Fundamentals of Pregnancy Disability Leave

# Fundamentals of Pregnancy Disability Leave

## Overview

*What is Pregnancy Disability Leave?*

*What is the maximum amount of time I can be on PDL?*

*Is there a minimum amount of time I must have worked with LAUSD to be eligible to take PDL?*

*Do I need a doctor's certification that I am disabled due to pregnancy, childbirth, or related medical conditions in order to take PDL?*

*Is PDL paid?*

*What happens if I do not have accrued illness and/or vacation time to charge PDL?*



# Fundamentals of Pregnancy Disability Leave

## Overview (cont.)

*Do I still accrue illness time and vacation time while I am on PDL?*

*Does FMLA run concurrently with PDL?*

*Are my medical benefits guaranteed under PDL?*

*Can PDL be used intermittently?*

*Can I take PDL after childbirth?*



# Fundamentals of Pregnancy Disability Leave

## *What is Pregnancy Disability Leave?*

Pregnancy Disability Leave (PDL) is a protected leave under the California Fair Employment and Housing Act, that allows employees to take up to 18 work weeks (four months) of leave when a doctor certifies that they are disabled due to pregnancy, childbirth, or related medical conditions. PDL includes all prenatal medical appointments and can be a paid leave or an unpaid leave, depending on the employee's available illness and/or vacation balance.



# Fundamentals of Pregnancy Disability Leave

*What is the maximum amount of time I can be on PDL?*

The maximum amount of time you can be on PDL is equivalent to 18 work weeks (four months).



# Fundamentals of Pregnancy Disability Leave

*Is there a minimum amount of time I must have worked with LAUSD to be eligible to take PDL?*

No. There is no minimum amount of time that you need to have worked to be eligible for PDL. Your pregnancy related absences and pregnancy leave are automatically protected under PDL.



# Fundamentals of Pregnancy Disability Leave

*Do I need a doctor's certification that I am disabled due to pregnancy, childbirth, or related medical conditions in order to take PDL?*

In accordance with District policy, you must provide certification from your doctor any time that you are out ill for more than five consecutive days. This includes any pregnancy related absences.



# Fundamentals of Pregnancy Disability Leave

## Is PDL paid?

PDL is paid as long as the employee has an illness and/or vacation balance available. PDL is first charged to the available full pay and half pay illness balance. Once the illness time has been exhausted, PDL is charged to any vacation time available. If the employee does not have an illness or vacation balance available, the leave becomes unpaid.





# Fundamentals of Pregnancy Disability Leave

*What happens if I do not have accrued illness and/or vacation time to charge PDL?*

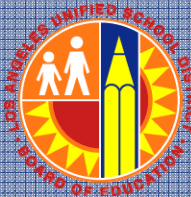
Your time off will be unpaid. However, you will be protected against employer criticism and discrimination.



# Fundamentals of Pregnancy Disability Leave

*Do I still accrue illness time and vacation time while I am on PDL?*

As long as you are in paid status, you will continue to accrue illness time and vacation time. If you are in an unpaid status, you will cease to accrue these benefits.



# Fundamentals of Pregnancy Disability Leave

*Does FMLA run concurrently with PDL?*

Yes. If you are FMLA eligible and have FMLA time available, your PDL time will run concurrently.



# Fundamentals of Pregnancy Disability Leave

## *Are my medical benefits guaranteed under PDL?*

A regular employee who remains in paid leave status continues to be entitled to her medical benefits. PDL alone does not provide continuation of your medical benefits.

In most situations those on PDL will have an illness balance available. If an employee has exhausted all of her full pay and half pay illness balance she will lose her medical benefits. However, she will be able to continue her medical benefits at her own expense through COBRA.

(For more information on COBRA benefits, please refer to LAUSD's Health Benefit website at <http://benefits.lausd.net>)



# Fundamentals of Pregnancy Disability Leave

## Can PDL be used intermittently?

Yes. However, the maximum amount of PDL is still a total of 18 work weeks.



# Fundamentals of Pregnancy Disability Leave

## *Can I take PDL after childbirth?*

You can take the balance of your 18 work weeks of PDL as long as your doctor certifies that you are disabled due to childbirth or a related medical condition.



# Fundamentals of Pregnancy Disability Leave

## PDL Quiz

How long do I need to work for the District to be eligible for PDL?

- 6 months
- 1 year
- 60 days
- There is not minimum amount of time



# Fundamentals of Pregnancy Disability Leave

## PDL Quiz

Can PDL be a paid leave?

Always

Never

Only if I have an illness or vacation balance





# Fundamentals of Pregnancy Disability Leave

## PDL Quiz

Are prenatal medical appointments included in PDL?

- Always
- Never
- If your doctor says so



# Fundamentals of Pregnancy Disability Leave

## PDL Quiz

Can I still take PDL if I don't have illness or vacation time?

- No, you are not eligible
- Yes, but your leave will be unpaid
- Yes, you will still be on paid leave



# Fundamentals of Pregnancy Disability Leave

## PDL Quiz Answers

How long do I need to work for the District to be eligible for PDL?

6 months

1 year

60 days

There is not minimum amount of time



# Fundamentals of Pregnancy Disability Leave

## PDL Quiz Answers

Can PDL be a paid leave?

Always

Never

Only if I have an illness or vacation balance



# Fundamentals of Pregnancy Disability Leave

## PDL Quiz Answers

Are prenatal medical appointments included in PDL?

Always

Never

If your doctor says so



# Fundamentals of Pregnancy Disability Leave

## PDL Quiz Answers

Can I still take PDL if I don't have illness or vacation time?

No, you are not eligible

Yes, but your leave will be unpaid

Yes, you will still be on paid leave

