



Glendale Teachers Association
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PDL/Parental Leave/FMLA/CFRA

PDL = Pregnancy Disability Leave, FMLA = Family Medical Leave Act, CFRA = California Family Rights Act

<u>Pregnancy Disability Leave</u> <u>(runs concurrently with FMLA)</u>	<u>Parental Leave</u> <u>(runs concurrently with FMLA)</u>	<u>CFRA</u>
The duration of PDL is determined by your obstetrician/physician depending on type of delivery and health condition of mother (usually 6-8 weeks, but can be longer). Healthcare benefits remain intact. Paid: • Sick days • When sick days exhausted, use up to 100 half days (<i>50% of daily rate of pay</i>) • You may use purchased disability insurance (i.e. The Standard) to supplement a portion of your pay while on <i>50% of daily rate of pay</i>. You are considered an active employee and advance in salary schedule step. Pay warrant deductions continue. You are entitled to be returned to same work site if returning the same school year.	12 weeks (60 work days) of time may be taken following PDL or adoption of a child • may be immediately after PDL • may be consecutive contractual days • may be in at least 2-week increments, with 2 exceptions • expires one year following the birth or adoption of child Healthcare benefits remain intact. Paid: • Sick days • When sick days exhausted, use up to 100 half days (<i>50% of daily rate of pay</i>) You are considered an active employee and advance in salary schedule step. Pay warrant deductions continue. You are entitled to be returned to same work site if returning the same school year.	Additional time off culminating at a total of 2 years (including PDL, FMLA, and/or Parental Leave) Unpaid. Health benefits discontinue. You may purchase COBRA by paying the monthly healthcare premium. Please contact the GUSD benefits department before you are on unpaid status for set up. You are considered an inactive employee – no advancement in salary step. Pay warrant deductions discontinue, including CALSTRS and union dues. You are not entitled to be returned to the same work site. Please check membership status upon return and reactivate if necessary.

Public school educators do not qualify for State Disability because they do not pay into it. You may purchase supplemental disability insurance through the CTA endorsed company, The Standard (1-800-522-0406).

Information on this flyer are from the [GTA Collective Bargaining Agreement](#), Article 10, and from federal (FMLA) and state law(CFRA).