



Glendale Teachers Association
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 (818) 240-3924



PDL/Parental Leave/FMLA/CFRA

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

<u>Pregnancy Disability Leave</u> <i>(runs concurrently with FMLA)</i>	<u>Parental Leave</u> <i>(runs concurrently with FMLA)</i>	<u>CFRA</u>
<p>The duration of PDL is up to the obstetrician/physician depending on type of delivery and health condition of mother (usually 6-8 weeks, but can be longer).</p> <p>Healthcare benefits remain intact.</p> <p>Paid:</p> <ul style="list-style-type: none"> • 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>. <p>You are considered an active employee and will advance in salary schedule step.</p> <p>CLSTRS service credit and contributions continue.</p> <p>You are entitled to be returned to same work site if returning the same school year.</p>	<p>12 weeks (60 work days) of time may be taken following PDL or adoption of a child</p> <ul style="list-style-type: none"> • may be immediately after PDL • may be consecutive contractual days • may be in 2-week increments, with 2 exceptions) • expires one year following the birth or adoption of child <p>Healthcare benefits remain intact.</p> <p>Paid:</p> <ul style="list-style-type: none"> • Sick days • When sick days exhausted, use up to 100 half days (<i>50% of daily rate of pay</i>) <p>You are considered an active employee and will advance in salary schedule step.</p> <p>CLSTRS service credit and contributions continue.</p> <p>You are entitled to be returned to same work site if returning the same school year.</p>	<p>Additional time off culminating at a total of 2 years (including PDL, FMLA, and/or Parental Leave)</p> <p>Unpaid.</p> <p>If you want to continue health benefits, you must pay the monthly healthcare premium. Please contact the GUSD benefits department before you are on unpaid status to set this up.</p> <p>You are considered an inactive employee – no advancement in salary step.</p> <p>CLSTRS service credit and contributions do not occur while on an unpaid leave. It freezes until you return to active paid status.</p> <p>You are not entitled to be returned to the same work site.</p> <p>Your membership to GTA/CTA/NEA may lapse. Please check membership status upon return and reactivate if necessary.</p>

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).