Integrating Medical Leaves & Accommodations CA / USA

All leaves run concurrently unless protected by state or federal regulation, company policy or EE contract. The Venn Diagram represents mutually exclusive leaves when they do not cross over CFRA*: 12 weeks **Family Medical Leave Act FMLA** FMLA: 12 weeks Includes all of FMLA protection except 24 weeks of Military Disability Leave NEW 2021 Includes: All children. *Self, Spouse, Minor children, Developmentally **California Family Rights Act CFRA** Grandparents, Grandchildren, Siblings, Disabled Adult Children, Parents, and Domestic Partners and their children **FMLA/CFRA** Military Exigency Leave 12/Disability 24 weeks In addition, CFRA only: 50 or more per In addition, FMLA only: Military Disability Leave **Pregnancy Disability Leave** location no longer applies, both parents get PDL 12 weeks baby bonding, key employee eliminated Pregnancy Disability Leave / BABY BONDING 12 weeks, up to one year **Baby-Child Bonding** post placement/birth ADA/ Americans with Disabilities Act/ Fair **FEHA Employment & Housing Act** Workers' ADA/ Comp **PWFA** WC Workers' Compensation **On-the-Job Injury** Accommodations, Leave or Worksite For Qualified Individual's with a **PDL PWFA** Pregnant Workers Fairness Act Disability Check out our 17 1/3 weeks Ultimate Guide, **Deep Dive Medical** *Does not run concurrent Leave and

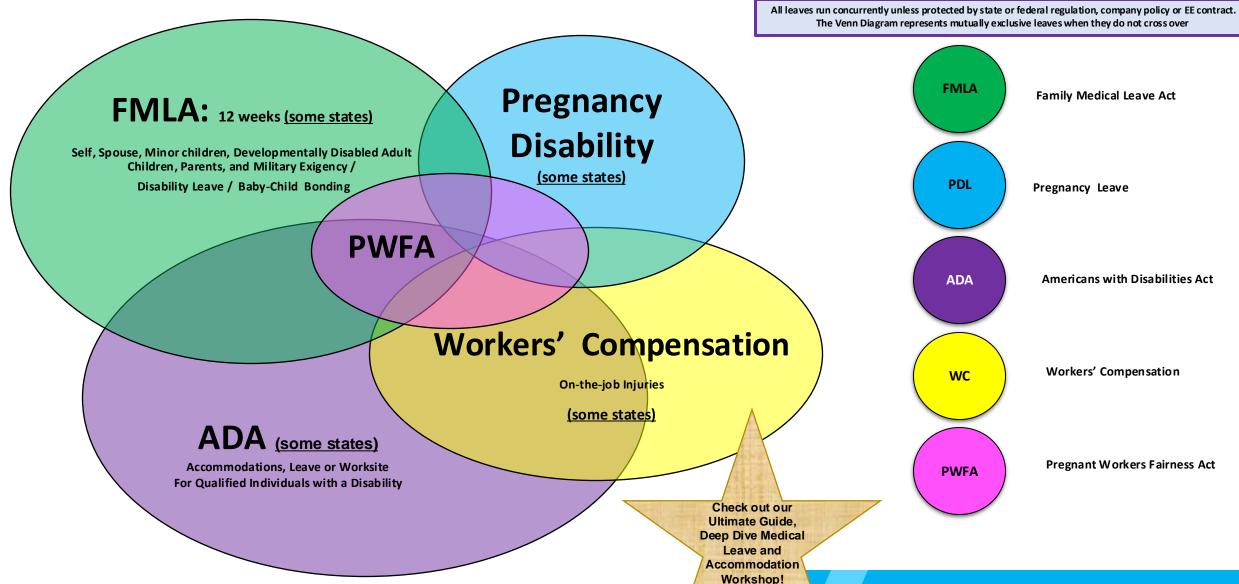


Accommodation Workshop! Oct 2024, Chicago



to CFRA

Integrating Medical Leaves & Accommodations USA





Oct 2024, Chicago

