

PREGNANCY & BONDING LEAVE ‘LOGIC-BASED’ CALCULATOR GUIDE

This tool helps SWCCD employees estimate their total protected time away from work by "stacking" California's unique leave entitlements.

STEP 1: DETERMINE YOUR DISABILITY PERIOD (PDL)

California Pregnancy Disability Leave (PDL) covers the time you are physically unable to work.

- Standard Leave: Usually begins 4 weeks before your due date.
- Standard Recovery: Usually 6 weeks for a natural birth or 8 weeks for a C-section.
- Input your expected "Disability Weeks" (Max: 4 months or 17.3 weeks).

STEP 2: ADD YOUR BONDING PERIOD (CFRA OR PARENTAL/BONDING LEAVE)

- The California Family Rights Act (CFRA) provides 12 weeks of job-protected bonding leave. **Note:** *Parental/Bonding Leave: If you have been employed at the District for 12 months, you are eligible for up to 12 weeks of paid parental leave under the Ed Code and applicable CBA language – this is paid at half pay for the full 12 weeks, and covers: Birth, Adoption, or Foster Care Placement*
- Crucial Rule: In California, CFRA or Parental/Bonding Leave cannot start until your PDL (disability) ends. They do not run at the same time.
- This adds a flat 12 weeks to your total.

STEP 3: CALCULATE YOUR TOTAL LOA

Use the formula below to see your estimated protected window:

$$\text{Total Protected Weeks} = \text{PDL (Disability)} + 12 \text{ Weeks (CFRA Bonding)}$$

SAMPLE ESTIMATION TABLE

Use this quick-reference if you are planning a standard leave:

Delivery Type	PDL Pre-Birth	PDL Post-Birth	CFRA Bonding	Total Protected Leave
Natural Delivery	4 Weeks	6 Weeks	12 Weeks	22 Weeks
C-Section	4 Weeks	8 Weeks	12 Weeks	24 Weeks
Extended Disability	4 Weeks	10 Weeks	12 Weeks	26 Weeks

IMPORTANT REMINDERS FOR THE CALCULATOR:

- Paid vs. Unpaid: Remember that while these laws protect your job, pay is determined by your accrued sick/vacation banks or "Parental/Bonding Leave" (12 weeks) per Ed Code and the CBA.
- FMLA Note: For the purposes of this calculation, FMLA runs in the background at the same time as PDL and *does not* add extra time.

DISCLAIMERS & THE "FINE PRINT"

1. Estimates vs. Final Approval

This calculator provides an estimate based on standard medical recovery times and California law. Your actual Leave of Absence (LOA) dates will be finalized only after Human Resources receives and reviews your official Medical Certification from your healthcare provider.

2. Job Protection vs. Income Protection

It is important to distinguish between Protected Leave (your right to return to your job) and Paid Leave (your paycheck).

- Unpaid Status: Laws like FMLA and CFRA provide *unpaid job protection*.
- Pay Coordination: To receive a paycheck during your leave, you must coordinate the use of your accrued Sick Leave, Vacation, or Personal Necessity Leave (PNL). Please refer to your specific [Collective Bargaining Agreement \(CBA\)](#) for rules on "Parental Leave" or "Differential Pay."

3. CFRA vs. Parental/Bonding Leave

To be eligible for the 12-week CFRA Bonding portion of this calculation, you must have been employed with the District for at least 12 months **and** have worked at least 1,250 hours in the 12 months immediately preceding the start of your leave. If you do not meet this threshold, your bonding leave may be subject to different District policies.

Parental/Bonding Leave: If you have been employed at the District for 12 months, you are eligible for up to 12 weeks of paid parental leave under the Ed Code and applicable CBA language – no requirement of 1,250 work hours for this leave. This type of leave is paid at half pay for the full 12 weeks, and covers: Birth, Adoption, or Foster Care Placement.

4. Benefit Premiums

While on protected pregnancy leave, the District typically continues its contribution toward your health and welfare benefits. However, if you move into an unpaid status (exhausting all sick/vacation banks), you may be responsible for your portion of the premium payments. Contact the Benefits Department at swcbenefits@swccd.edu for a personalized summary.

5. Notice Requirements

Except in emergencies, employees are expected to provide at least 30 days' advance notice of the need for pregnancy or bonding leave to allow for departmental planning and instructional continuity.