



Child Bonding Leave for Non-Birth Parent

(IBEW & SEIU-Represented Employees)

Job Protection – Leave Duration

<u>Leave Type</u>	<u>Eligibility</u>	<u>Duration</u>
FMLA: Family Medical Leave Act CFRA: California Family Rights Act	Completed 12 months of service. Worked at least 1250 hours with the 12 months immediately preceding the leave start date. The calculation of hours worked does not include paid or unpaid absences.	Up to 12 weeks in a rolling 12 month period measured backward from the date any FMLA/CFRA is used. Minimum duration of leave is two weeks for the birth, adoption, or foster-care placement of a child. However, the Company shall grant a request for a leave of less than 2 weeks duration on any two occasions. Leave must be taken within one year of the qualifying event. Spouses who both work for the company share their FMLA/CFRA entitlements when both taking leave for bonding with their newborn child, adoption or foster placement.
CBL: Company Child Bonding Leave	Must have attained regular status.	Begins based on first day off requested with proof of birth, or child placement with adoption or foster care. Must be greater than 10 consecutive unpaid business days. May be granted up to 6 months with job protection. An additional six months may be granted upon request but not job protected. Runs concurrently with unpaid FMLA/CFRA.

Paid Time from the Company

FMLA/CFRA	Eligible to use vacation and floating holiday at beginning of leave. Cannot use sick pay. For the non-birth parent who requests a Child Bonding Leave immediately following the birth of your baby and who may also be helping to care for the mother, who is an eligible family member, you may request to use available Family Sick Leave pay during the first six to eight weeks after delivery; six weeks for a natural delivery, eight weeks for a Cesarean section.
CBL	Unpaid.

Paid Benefits from California Employment Development Department (EDD)

PFL: Paid Family Leave	Eligible to file for PFL benefits with EDD for paid time up to 6 weeks. There is a 7 day unpaid waiting period prior to receiving PFL benefits. Eligible to use your family sick leave pay during this waiting period without PFL benefits being affected (see previous section for more info). Vacation pay is not in conflict with receiving SDI benefits. SDI/PFL Weekly Benefit Amount Work Sheet: http://www.edd.ca.gov/pdf_pub_ctr/de2588.pdf
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Health Care Coverage during Unpaid Leave

FMLA/CFRA/CBL	Medical, dental & vision coverage continues at the same cost as active employees for 3 full calendar months. Starting the fourth calendar month, employee will be responsible for 100% of total premium cost of medical, dental & vision coverage.	Example: Unpaid Child Bonding Leave begins on June 15, medical coverage premiums continue at active employee rates for the three full calendar months of July, August & September. Effective October 1, full premium costs applies if employee has not returned to work or is not on paid status by using vacation or floating holiday. If using vacation or floating holiday at the end of bonding leave, then the CBL will end.
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Example 1 - Timeline Overview

- FMLA/CFRA begins on week 1
- CBL begins on week 2 since unpaid by Company and running concurrently with FMLA/CFRA
- Leave ends after 7 weeks. 5 of 12 weeks FMLA/CFRA entitlement remaining
 - Spouses who both work for the company share their FMLA/CFRA entitlements when both taking leave for bonding with their newborn child, adoption or foster placement

Pay type:

- Elects to use family sick for first week and vacation for second week
- PFL starts second week and continues for six weeks (first 7 days unpaid waiting period by State)

Health Care Premiums: Pay same cost as active employee as premiums never increase in this example timeline

Week #	1	2	3	4	5	6	7	
Job Protection by Leave Type	FMLA							
	CFRA							
	CBL							
Pay Type	Family Sick	Vacation						
	PFL Benefits							
Health Care	Same cost as active employee							

Example 2 - Timeline Overview

- FMLA/CFRA begins on week 1
- First leave ends after 4 weeks. 8 of 12 weeks FMLA/CFRA entitlement remaining
- Second leave begins at a later time for additional bonding leave of 3 weeks. 5 of 12 weeks FMLA/CFRA entitlement remaining

Pay type:

- **First leave:**
 - Elects to sick relative for first week
 - PFL starts second week and continues for three weeks (first 7 days unpaid waiting period by State)
- **Second leave:**
 - PFL picks up at the 5th week and continues for 3 weeks of benefits. All 6 weeks of PFL benefits are used upon completion of second leave.

Health Care Premiums: Pay same cost as active employee as premiums never increase in this example timeline

Week #	First Leave Request - June				Second Leave Request - Oct		
	1	2	3	4	5	6	7
Job Protection by Leave Type	FMLA				FMLA		
	CFRA				CFRA		
	CBL						
Pay Type	Family Sick						
	PFL Benefits				PFL Benefits		
Health Care	Same cost as active employee				Same cost as active employee		