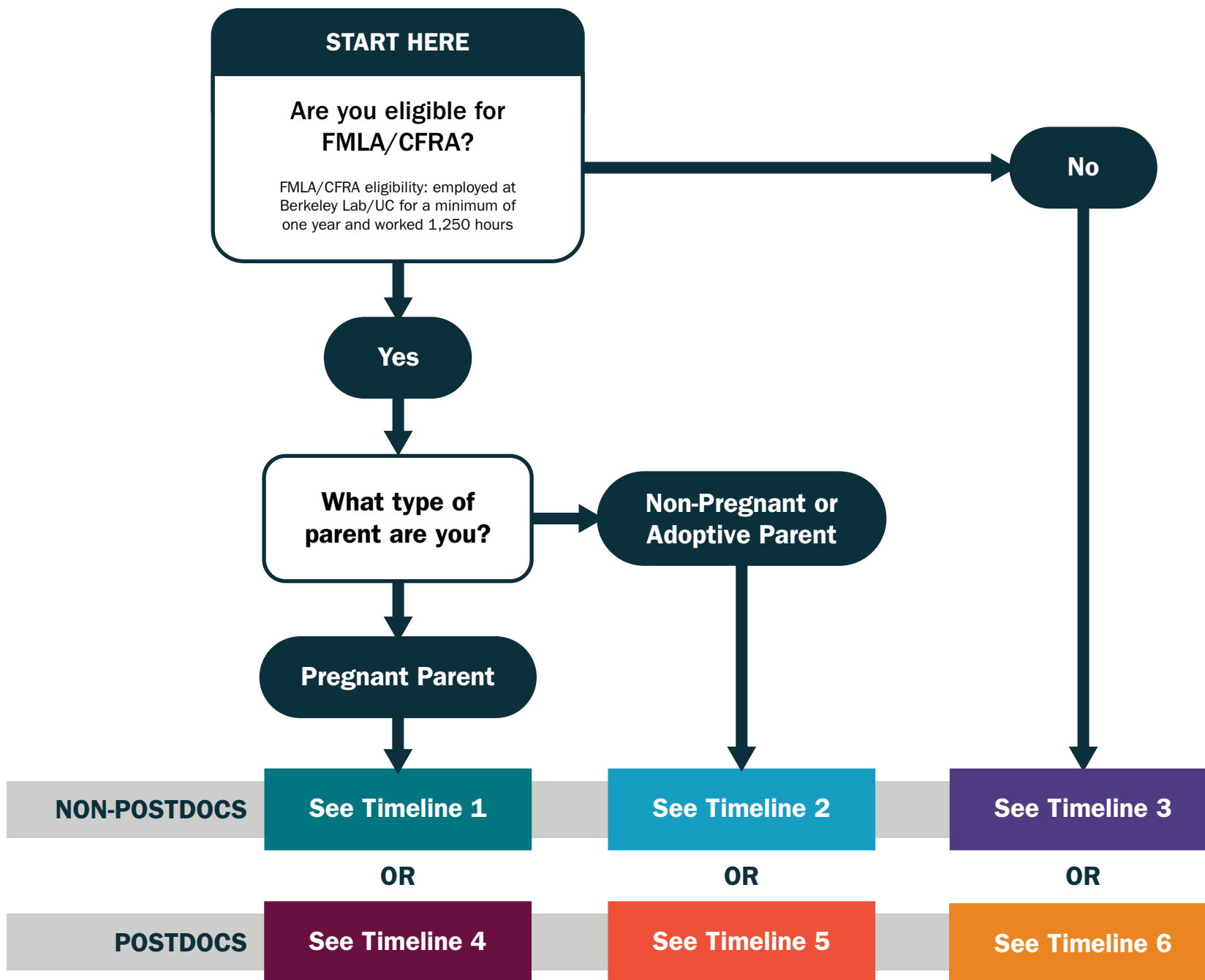




Which Leave Timeline Applies to Your Scenario?



1 Pregnancy Disability and Parental Bonding¹ For Pregnant Parent Eligible for FMLA/CFRA²

Non-Postdocs

	Pregnancy Disability Leave	Parental Bonding Leave	Supplemental Leave
Benefits Protection			
	Doctor disables pregnant parent. Pregnant parent delivers baby.		
PDLL	1 2 3 4 5 6 7 8	Pregnant parent released from doctor care. Parental Bonding starts.	
FMLA	1 2 3 4 5 6 7 8	9 10 11 12	
CFRA		1 2 3 4 5 6 7 8 9 10 11 12	
Suppl. FML			12
JOB PROTECTION	Pregnancy Disability Leave Law (PDLL) Family and Medical Leave Act (FMLA) PDLL and FMLA run concurrently for the duration of disability.	Family and Medical Leave Act (FMLA) California Family Rights Act (CFRA) 12 weeks leave to bond within 1 year of birth. FMLA and CFRA run concurrently for the duration of Parental Bonding Leave	Supplemental Family and Medical Leave Non-represented employees who have exhausted statutory leave entitlements may be eligible to use up to an additional 12 workweeks of leave.
WAGE REPLACEMENT	Short-Term Disability Insurance Typically, the disability period starts 2 weeks pre-birth and ends 6 weeks after at 55% or 60% of eligible earnings with a 14 - 22 day waiting period. IMPORTANT: For optimal coverage employees will need Voluntary Short-Term Disability Insurance. If not elected at time of hire, employees may still sign-up but will need to submit a statement of health and may be denied.	Pay Options Pay for Family Care and Bonding (PFCB) or Accrued Leave PFCB: 8 weeks of paid leave at 100% pay. Up to 30 days of available sick leave in a calendar year and/or any amount of available vacation leave may be used for non-represented employees, or use of sick and/or vacation leave in accordance with applicable collective bargaining agreement for represented employees. Employees may also opt to use unpaid leave.	Pay Options Accrued Leave Sick and/or vacation leave may be used. Employees may also opt to use unpaid leave.
Benefits Protection			
The employer portion of health benefits will continue to be paid by Berkeley Lab for the entire time the employee is on one of the legally protected leave types (PDLL, FMLA, CFRA) regardless of whether the employee is using their accrued leave balances and/or getting a paycheck from Berkeley Lab. The employee is still responsible for the employee portion of benefits during this time.			

¹ Typical uncomplicated pregnancy & childbirth

² FMLA/CFRA Eligible: employed at Berkeley Lab/UC for a minimum of one year and worked 1,250 hours

2 Parental Bonding For Non-Pregnant or Adoptive Parent Eligible for FMLA/CFRA¹

Non-Postdocs

Parental Bonding Leave

Benefits Protection



Supplemental Leave

12

Supplemental Family and Medical Leave

Non-represented employees who have exhausted statutory leave entitlements may be eligible to use up to an additional 12 workweeks of leave.

Pay Options

Accrued Leave

Sick and/or vacation leave may be used.

Employees may also opt to use unpaid leave.

JOB PROTECTION

Family and Medical Leave Act (FMLA) California Family Rights Act (CFRA)

12 weeks leave to bond within 1 year of birth.

FMLA and CFRA run concurrently for the duration of Parental Bonding Leave

WAGE REPLACEMENT

Pay Options

Pay for Family Care and Bonding (**PFCB**) or Accrued Leave

PFCB: 8 weeks of paid leave at 100% pay.

Up to 30 days of available sick leave in a calendar year and/or any amount of available vacation leave may be used for non-represented employees, or use of sick and/or vacation leave in accordance with applicable collective bargaining agreement for represented employees. Employees may also opt to use unpaid leave.

Benefits Protection

The employer portion of health benefits will continue to be paid by Berkeley Lab for the entire time the employee is on one of the legally protected leave types (FMLA, CFRA) regardless of whether the employee is using their accrued leave balances and/or getting a paycheck from Berkeley Lab. The employee is still responsible for the employee portion of benefits during this time.

¹ FMLA/CFRA Eligible: employed at Berkeley Lab/UC for a minimum of one year and worked 1,250 hours

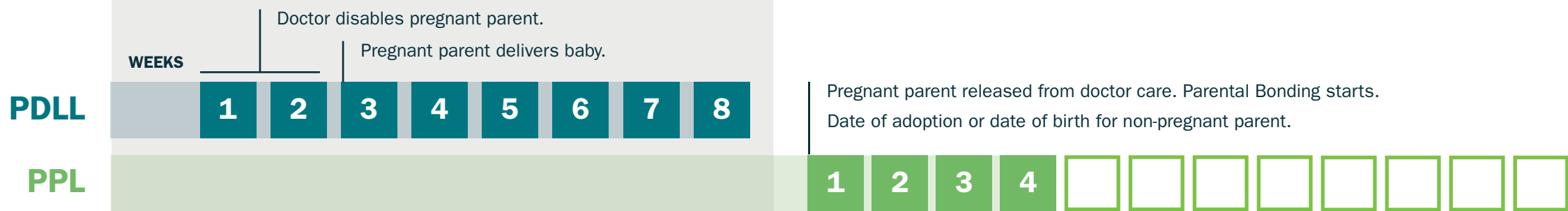


3 Pregnancy Disability and/or Parental Bonding¹ For Pregnant, Non-Pregnant, or Adoptive Parent not Eligible for FMLA/CFRA² Non-Postdocs

Pregnancy Disability Leave (Pregnant Parent)

Paid Parental Leave (Pregnant, Non-Pregnant, or Adoptive Parent. Non-represented employees only)

Benefits Protection



JOB PROTECTION

Pregnancy Disability Leave Law (PDLL)

Paid Parental Leave (PPL)

4 weeks paid leave to bond within 1 year of birth

WAGE REPLACEMENT

Short-Term Disability Insurance

Typically, the disability period starts 2 weeks pre-birth and ends 6 weeks after at 55% or 60% of eligible earnings with a 14 - 22 day waiting period.

IMPORTANT: For optimal coverage employees will need Voluntary Short-Term Disability Insurance. If not elected at time of hire, employees may still sign-up but will need to submit a statement of health and may be denied.

Pay Options

Paid Parental Leave (PPL) or Accrued Leave

PPL: 4 weeks of paid leave at 100% pay.

Any additional time off for parental bonding may be taken with supervisor approval using accrued vacation or unpaid leave.

Benefits Protection

The employer portion of health benefits will continue to be paid by Berkeley Lab for the entire time the employee is on a protected leave regardless of whether the employee is using their accrued leave balances and/or getting a paycheck from Berkeley Lab. The employee is still responsible for the employee portion of benefits during this time.

¹ Typical uncomplicated pregnancy & childbirth
² FMLA/CFRA Eligible: employed at Berkeley Lab/UC for a minimum of one year and worked 1,250 hours
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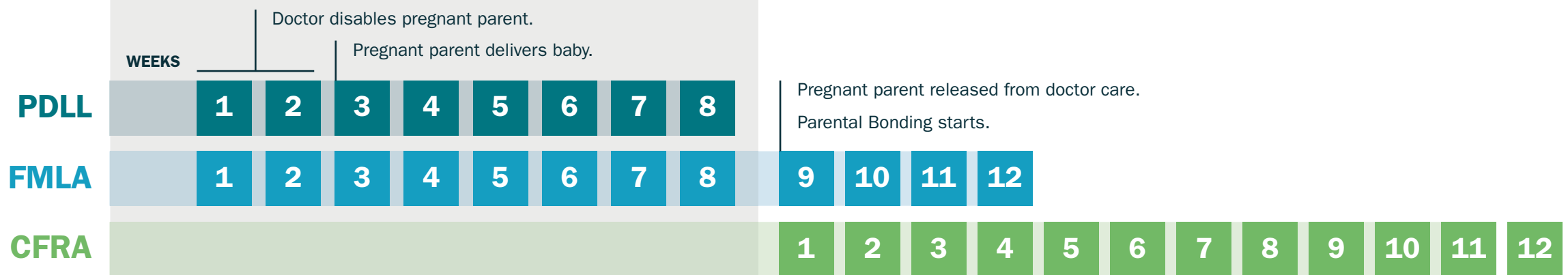
4 Pregnancy Disability and Parental Bonding¹ For Pregnant Parent Eligible for FMLA/CFRA²

Postdocs

Pregnancy Disability Leave

Parental Bonding Leave

Benefits Protection



JOB PROTECTION

Pregnancy Disability Leave Law (PDLL) Family and Medical Leave Act (FMLA)

PDLL and FMLA run concurrently for the duration of disability.

Family and Medical Leave Act (FMLA) California Family Rights Act (CFRA)

12 weeks leave to bond within 1 year of birth

FMLA and CFRA run concurrently for the duration of Parental Bonding Leave

WAGE REPLACEMENT

Short-Term Disability Insurance

Typically, the disability period starts 2 weeks pre-birth and ends 6 weeks after at 70% of eligible earnings with a 7 day waiting period.

Pay Options

Postdoctoral Paid Family Leave (**PPFL**) or Accrued Leave

PPFL: 8 weeks of paid leave at 100% pay.

Any amount of available PTO leave may be used. Employees may also opt to use unpaid leave.

Benefits Protection

The employer portion of health benefits will continue to be paid by Berkeley Lab for the entire time the employee is on one of the legally protected leave types (PDLL, FMLA, CFRA) regardless of whether the employee is using their accrued leave balances and/or getting a paycheck from Berkeley Lab. The employee is still responsible for the employee portion of benefits during this time.

¹ Typical uncomplicated pregnancy & childbirth

² FMLA/CFRA Eligible: employed at Berkeley Lab/UC for a minimum of one year and worked 1,250 hours



5 Parental Bonding For Non-Pregnant or Adoptive Parent Eligible for FMLA/CFRA¹ Postdocs

Parental Bonding Leave

Benefits Protection



JOB PROTECTION

**Family and Medical Leave Act (FMLA)
California Family Rights Act (CFRA)**

12 weeks leave to bond within 1 year of birth

FMLA and CFRA run concurrently for the duration of Parental Bonding Leave

WAGE REPLACEMENT

Pay Options

Postdoctoral Paid Family Leave (**PPFL**) or Accrued Leave

PPFL: 8 weeks of paid leave at 100% pay.

Any amount of available PTO leave may be used.

Employees may also opt to use unpaid leave.

Benefits Protection

The employer portion of health benefits will continue to be paid by Berkeley Lab for the entire time the employee is on one of the legally protected leave types (FMLA, CFRA) regardless of whether the employee is using their accrued leave balances and/or getting a paycheck from Berkeley Lab. The employee is still responsible for the employee portion of benefits during this time.

¹ FMLA/CFRA Eligible: employed at Berkeley Lab/UC for a minimum of one year and worked 1,250 hours

6 Pregnancy Disability and/or Parental Bonding¹ For Pregnant, Non-Pregnant, or Adoptive Parent not Eligible for FMLA/CFRA²

Postdocs

	Pregnancy Disability Leave (Pregnant Parent)	Parental Bonding Leave (Pregnant, Non-Pregnant, or Adoptive Parent)
	Benefits Protection	
	<p>Doctor disables pregnant parent</p> <p>Pregnant parent delivers baby</p>	
PDLL	<p>WEEKS</p> <p>1 2 3 4 5 6 7 8</p>	<p>Pregnant parent released from doctor care. Parental Bonding begins. Date of adoption or date of pregnant for non-pregnant parent.</p>
PPL		<p>1 2 3 4 5 6 7 8 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></p>
JOB PROTECTION	<h3>Pregnancy Disability Leave Law (PDLL)</h3>	<h3>Postdoctoral Paid Family Leave (PPFL)</h3> <p>8 weeks paid leave to bond within 1 year of birth</p>
WAGE REPLACEMENT	<h3>Short-Term Disability Insurance</h3> <p>Typically, the disability period starts 2 weeks pre-birth and ends 6 weeks after at 70% of eligible earnings with a 7 day waiting period</p>	<h3>Pay Options</h3> <p>Postdoctoral Paid Family Leave (PPFL) or Accrued Leave</p> <p>PPFL: 8 weeks of paid leave at 100% pay.</p> <p>Any amount of available PTO leave may be used. Employees may also opt to use unpaid leave.</p>
	<h3>Benefits Protection</h3> <p>The employer portion of health benefits will continue to be paid by Berkeley Lab for the entire time the employee is on a protected leave regardless of whether the employee is using their accrued leave balances and/or getting a paycheck from Berkeley Lab. The employee is still responsible for the employee portion of benefits during this time.</p>	

¹ Typical uncomplicated pregnancy & childbirth

² FMLA/CFRA Eligible: employed at Berkeley Lab/UC for a minimum of one year and worked 1,250 hours