Pregnancy Disability Leave Guide for Employees

All female employees are eligible for Pregnancy Disability Leave (PDL). This leave is protected and regulated by the California Department of Fair Employment and Housing (DFEH). Family and Medical Leave (FML) will run concurrently with PDL if the employee meets Family and Medical Leave eligibility requirements.

REASONS FOR PDL

PDL includes time off needed for prenatal care, severe morning sickness, doctor-ordered bed rest, childbirth, recovery from childbirth, or any related medical condition.

LEAVE DURATION

The duration of your PDL is dependent upon how long your health care provider feels you should remain on disabled status; however, if an employee is deemed disabled due to pregnancy and is placed on an extended leave, she can remain on leave for up to 17 ⅓ (seventeen and one-third) weeks, if necessary.

PROCEDURE

1. You must submit a Certification of Health Care Provider for Pregnancy Disability, completed and signed by your health care provider to your to your supervisor, manager, or any other person designated to accept this document from you. A copy of this document is accessible at the link below.

   Certification of Health Care Provider for Employee’s Pregnancy Disability

2. Submit a leave of absence request in ecotime®. Once it is submitted, it will be provisionally approved by your supervisor, pending receipt of a clear and complete Certification of Health Care Provider for Pregnancy Disability.

RETURN TO WORK CERTIFICATION REQUIREMENT

On or before your return to work, you must provide your supervisor or manager with a Return to Work Certification completed by your health care provider. This document is available at the link below. If you are taking parental/baby-bonding leave, you may send it to your supervisor or hold on to this document and provide it on your first day back at work.

Return to Work Certification

MORE INFORMATION

Your Rights and Obligations as a Pregnant Employee

Family Care and Medical Leave and Pregnancy Disability Leave

Pregnancy Leave Information from the California Department of Fair Employment and Housing
PREGNANCY LEAVE WORKSHOP

All pregnant employees are encouraged to attend one of many Pregnancy Leave Workshops held throughout the year. Some of the topics covered in this workshop include:

- Policies, practices and procedures applicable to pregnancy-related leaves of absence
- Procedures for applying for disability benefits
- Continuing benefit contributions while on leave
- Enrolling your new born onto your benefits

You may register for the Pregnancy Leave Workshop through the UC Learning Center at [http://lms.ucdavis.edu](http://lms.ucdavis.edu).

ASSISTANCE FROM HUMAN RESOURCES

Representatives of Human Resources will be happy to assist you and answer questions related to pregnancy related leaves of absence and receiving disability benefits. Please refer to the chart below to determine the proper number to call for assistance.

<table>
<thead>
<tr>
<th>Questions related to:</th>
<th>Call - Phone Number</th>
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<tbody>
<tr>
<td>Family and Medical Leave</td>
<td>Employee &amp; Labor Relations - 916-703-3652</td>
</tr>
<tr>
<td>Pregnancy Leave</td>
<td>Employee &amp; Labor Relations - 916-703-3652</td>
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<tr>
<td>Baby-Bonding/Parental Leave</td>
<td>Employee &amp; Labor Relations - 916-703-3652</td>
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<tr>
<td>Disability benefits</td>
<td>HR Benefits - 916-734-5336</td>
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<tr>
<td>Filing a disability claim</td>
<td>HR Benefits - 916-734-5336</td>
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