

Family and Medical Leave (FML) Reference Chart

Family and Medical Leaves (FML)

Leave of Absence for family and medical reasons consistent with Leave Acts:

Federal Family Medical Leave Act (FMLA) [Department of Labor \(DOL\) FMLA](#)

Federal law allows an employee to take leave for self and some family members.

California Family Rights Act (CFRA) [CA Family and Medical - Pregnancy Leave](#)

Family care and medical leave provision for California Employees

Leave provision for birth parents

Some FML leave types are only designated under CFRA only.

*For leaves other than FML, **an employee must inform their supervisor as far in advance as possible** of the need to take time off from work for any reason, including the expected length of the leave. **If the need to take leave is unforeseen, an employee must inform their supervisor as soon as practicable.** The employee may be required to provide evidence of the treatment, circumstance, or event that is the basis for the absence from work, consistent with the provisions applicable to the leave being taken. Employees must comply with local campus procedures concerning notice requirements.*



<i>Leave Type</i>	<i>Duration</i>	<i>Income Supplements / Substitution of Paid Leave</i> <i>Applicable Leave Accrual – refer to Policy or Bargaining Unit Contracts</i>
Personal Injury/Illness <ul style="list-style-type: none"> Workers’ Compensations (WC) Federal Family Medical Act (FMLA) California Family Rights Act (CFRA) 	FMLA/CFRA Up to 12 weeks if applicable <ul style="list-style-type: none"> Supplemental Family and Medical Leave for Personnel Policy (PPSM) Up to an additional 12 weeks WC – Up to 26 weeks 	Leave Accrual/Income Replacement: <ul style="list-style-type: none"> Sick Vacation PTO (if applicable) Holiday (if applicable) Compensatory Time (if applicable) Catastrophic Leave - Catastrophic Leave Basic/Short/Long Term Disability Insurance / <i>Approved WC may receive Temporary Disability</i> Postdoctoral Disability Insurance – The Standard - Disability claim form
Caring for Family Members <ul style="list-style-type: none"> Spouse (FMLA/CFRA) Domestic Partner (CFRA) Designated Person (CFRA) Child (FMLA/CFRA) Parent (FMLA/CFRA) Parent-in-Law (CFRA) Grandparent (CFRA) Grandchild (CFRA) Siblings (CFRA) 	Up to 12 weeks if applicable <ul style="list-style-type: none"> Supplemental Family and Medical Leave for Personnel Policy (PPSM) Up to an additional 12 workweeks 	Leave Accrual/Income Replacement: <ul style="list-style-type: none"> Sick (may be limited) Vacation Personal Time Off PTO (if applicable) Holiday (If applicable) Compensatory Time (If applicable) Catastrophic Leave Donations Pay for Family Care and Bonding (PFCB) PFCB (<i>Cannot be used for “Designated Person”</i>) Postdocs - Personal Time Off (PTO) and Postdoctoral Paid Family Leave (PPFL) -
Pregnancy Disability Leave (PDL) Pregnancy, Newborn Child, and Adopted Child Fact Sheet	Up to four months (17 1/3 weeks)	<ul style="list-style-type: none"> Applicable leave Accruals Catastrophic Leave Donations Disability Insurance – Up to 22 days of sick leave Accruals Postdoctoral Disability Insurance - 7-day waiting period
Parental Bonding CFRA <ul style="list-style-type: none"> one entitlement per child FMLA	Up to 12 weeks if applicable <ul style="list-style-type: none"> Supplemental Family and Medical Leave for Personnel Policy (PPSM) Up to an additional 12 workweeks 	<ul style="list-style-type: none"> applicable Leave Accruals - refer to Policy or Bargaining Unit Contracts Pay for Family Care and Bonding (PFCB) PFCB Catastrophic Leave Donations Catastrophic Leave Postdoc - Personal Time Off (PTO) and Postdoctoral Paid Family Leave (PPFL)

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Military (self) <ul style="list-style-type: none"> • Armed Forces • Army National Guard • Air National Guard 	Any length or active-duty training more than 180 days – five-year limit	<ul style="list-style-type: none"> • Up to 30 days of regular pay • Vacation • PTO • Supplement to Military Pay - Supplement to Military Pay Policy
Qualifying Exigency Leave FMLA	Up to 12 weeks if applicable	Applicable Leave Accruals – refer to Policy or Bargaining Unit Contracts Pay for Family Care and Bonding (PFCB)
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Military Caregiver Leave FMLA CFRA <ul style="list-style-type: none"> • serious health condition of an eligible family member: child, spouse, parent 	Up to 26 weeks (FMLA only) if applicable	Applicable Leave Accruals – refer to Policy or Bargaining Unit Contracts Pay for Family Care Bonding (PFCB)

Additional Resources:

- [Leaves of Absence & Other Time Off](#)
- [Family and Medical Leave Factsheet](#)
- [Personnel Policies for Staff Members \(PPSM\)](#)
- [Bargaining Unit Contracts](#)
- [Going on Military Leave](#)
- [Workers' Compensation](#)
- [Leave Without Pay](#)
- Staff - [Your Guide to UC Disability Benefits](#) –must use up to 22 days of accrued sick leave if available or exhaust all if less.
- Postdoctoral – The Standard Disability Insurance – 7-day waiting [disability claim form](#)

Click the link below to submit a Leave Request or an FML Consultation through ServiceHUB

[Family and Medical Leave Request](#)