

Pulling it all together

Here are examples of how DI and PFL could coordinate with other leave plans.

Example 1: San Francisco, California pregnancy

	1	2	3	4	5	6	7	8	9	10	11	12	13	14+
Job protected benefits	FMLA Maternity (6 weeks)						FMLA Bonding (6 weeks)							
	California Pregnancy Disability (up to 20 weeks) ¹						California Family Rights Act (12 weeks)							
Income replacement benefits							California PFL (8 weeks)							
	California DI (6 weeks)						California FL and San Francisco PPLO (8 weeks)							

Example 2: California injury

	1	2	3	4	5	6	7	8	9	10	11	12	13	14+
Job protected benefits	FMLA (8 weeks)													
	California Family Rights Act (8 weeks)													
Income replacement benefits	Short-term disability (8 weeks)													
	California DI (8 weeks)													

Example 3: California care for a family member

	1	2	3	4	5	6	7	8	9	10	11	12	13	14+
Job protected benefits	FMLA (4 weeks)													
	California Family Rights Act (4 weeks)													
Income replacement benefits	CA PFL (4 weeks)													

¹ California Pregnancy Disability can be taken up to 20 weeks, but cannot overlap with California Family Rights Act.