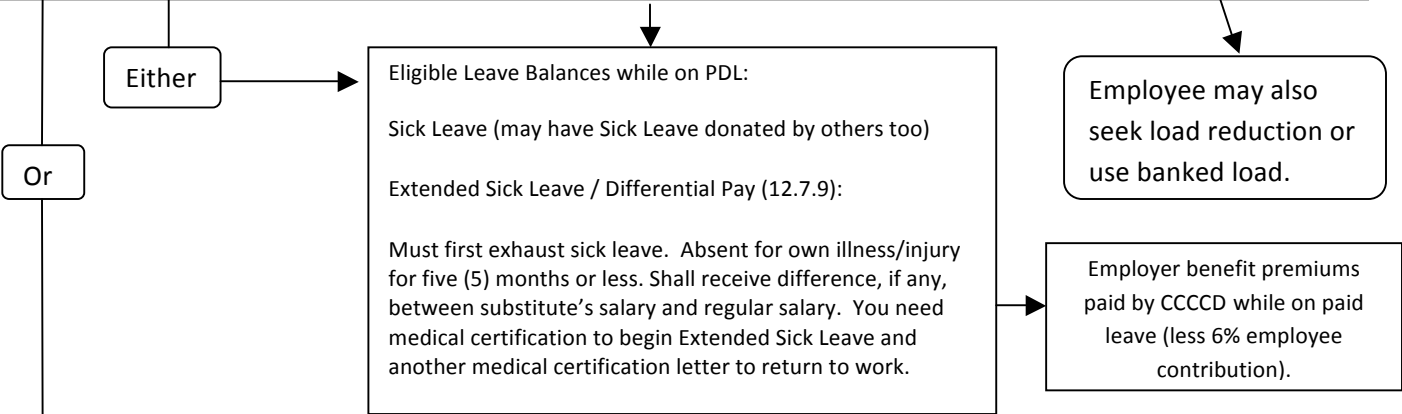


UF Pregnancy Disability Leave, Baby Bonding (CFRA) and Maternity Leave (12.10.1)

Pregnancy Disability Leave (PDL)

You may use your accumulated Sick Leave and then Extended Sick Leave (up to 100 days of Differential Pay with medical certification). You may take up to four (4) months **unpaid** leave for pregnancy-related disabling conditions. And you may take one semester **unpaid** Extended Maternity Leave (see below).



PDL ends when released from disability (no longer disabled due to pregnancy).

CFRA Baby Bonding Leave (if eligible)

Extended Maternity Leave (12.10.1)

Eligibility:

- Worked at least 1250 hours in the year preceding leave

Length

- 12 work weeks of unpaid leave (within first year of birth/adoption/foster placement)
- Note that Extended Sick Leave and Baby Bonding Leave run concurrently (so time spend on ESL counts against the 12 weeks available for Baby Bonding Leave).

This leave is unpaid. Employee is responsible for entire benefit premium while on unpaid leave. Employee may opt to buy back time with STRS.

Eligibility:

- Exhausted sick leave
- Letter requesting leave 30 days prior to exhaustion of sick leave

***Length:**

- One semester (17.5 weeks)

Unpaid Leave

- Responsible for entire benefit premium while on unpaid leave