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).

Either

- Eligible Leave Balances while on PDL:
  - Sick Leave (may have Sick Leave donated by others too)
  - Extended Sick Leave / Differential Pay (12.7.9):
    - Must first exhaust sick leave. Absent for own illness/injury for five (5) months or less. Shall receive difference, if any, between substitute’s salary and regular salary. You need medical certification to begin Extended Sick Leave and another medical certification letter to return to work.

Or

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

CFRA Baby Bonding Leave (if eligible)

- Eligibility:
  - Worked at least 1250 hours in the year preceding leave

Extended Maternity Leave (12.10.1)

- 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

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