



The County of El Dorado

Human Resources Department

Risk Management Division

MEDICAL LEAVE FAQ'S

The Family Medical Leave Act (FMLA), California Family Rights Act (CFRA), and Pregnancy Disability Leave (PDL) provide leave and maintenance of health benefits to eligible employees for qualifying reasons. Frequently asked questions are listed below. However, every situation is unique and may be governed by specific MOU language. Please advise your supervisor of an anticipated leave as soon as possible so that your specific leave can be managed properly.

Will FMLA, CFRA or PDL pay my wages while I'm on medical leave?

No. FMLA, CFRA, and PDL are job protection entitlements. They do not provide wage loss benefits.

Do I have to use all of my sick time while on medical leave?

No. Depending on your specific MOU you may take the leave unpaid; use other accruals such as vacation, or bank up to 80 hours of sick leave.

I did not request FMLA or CFRA. Why am I getting paperwork?

If an employee is eligible, and the leave is qualifying, the protected leave entitlements will be designated.

How do I get paid while on medical leave?

Employees may use County paid leave accruals, file a claim for State Disability Insurance (SDI) or Paid Family Leave (PFL), or coordinate both. See edd.ca.gov for information on SDI and PFL.

How should I code my timecard?

If County paid leave accruals are used the time card should be coded accordingly. A note that the paid time is related to an FMLA event should be added. If there is unpaid time it should be coded as "FL".

How are FMLA, CFRA and PDL different from SDI and PFL?

FMLA, CFRA and PDL are unpaid job protection leaves administered by the County. SDI and PFL are wage replacement benefits administered by the State. See edd.ca.gov for information on SDI and PFL.

How do I file a claim for SDI or PFL?

Claims are filed by employees on line at edd.ca.gov. Nevada residents cannot file on line and should contact Risk Management for a paper claim form. See edd.ca.gov for information on SDI and PFL.

What are coordinating hours?

If you file a claim for SDI or PFL you are able to request your maximum coordinating hours from County payroll. This is the maximum number of County paid hours you may receive to supplement your wage loss benefit. Paid hours include leave accruals and paid holidays. The process to make this request is for you or your supervisor to send an email to au-payroll@edcgov.us requesting coordinating hours, the email must include the start date of your leave.

The SDI/PFL claim form asks if I'm being paid by my employer. What should I say?

If you are supplementing EDD benefits with County paid leave accruals say "Yes". "What type of pay?" should be "Other". The "Other" type should be entered in as "LSDI" (Less SDI) or "LPFL" (Less PFL).