Faculty Notice Regarding Leaves of Absence

Pitzer College requires leaves of any type which meet federal or state leave criteria to be counted toward the employee’s corresponding entitlement. In addition, the College requires medical certification for leaves due to the employee’s or a qualifying family members’ serious medical condition.

Federal Family Medical Leave Act (FMLA) and California Family Rights Act (CFRA)
The FMLA and CFRA allow for 12 weeks (84 calendar days) of unpaid leave in a 12-month period if the employee has completed 12 months of employment; and at least 1,250 hours of service have been provided in the 12 months preceding commencement of the leave; and if the leave is required to provide care for a spouse, child, or parent with a serious health condition; or the birth, adoption or placement for foster care of a child; or the employee’s own serious health condition. FMLA and CFRA run concurrently.

FMLA/CFRA Leave and Short-term Disability (VDI)
FMLA/CFRA leave is considered to run concurrently with short-term disability periods, other than those which qualify for a California Pregnancy Disability Leave (PDL).

FMLA Leave and Pregnancy Disability Leave (PDL)
FMLA leave is considered to run concurrently with Pregnancy Disability Leave. The PDL is for any period of actual disability caused by pregnancy, childbirth or related medical conditions for up to four months (120 calendar days) per pregnancy. Medical certification is required for a PDL. Once a PDL ends, CFRA begins to run concurrently with FMLA

FMLA/CFRA Leave and Paid Family Leave (PFL)
FMLA/CFRA leave is considered to run concurrently with PFL. The PFL allows up to six weeks (42 calendar days) of partially paid leave for the care of a child, spouse, or registered domestic partner with a serious medical condition; or to bond with the employee’s or the employee’s domestic partner’s new child; or to bond with a child newly adopted or placed in foster care.

FMLA/CFRA Leave and Worker's Compensation Disability
FMLA/CFRA leave is considered to run concurrently with Worker’s Compensation disability periods.

Health Insurance Benefits During a FMLA/CFRA Leave
To the extent allowed by law, health insurance coverage may continue during leaves of absence and the employee’s portion of the monthly premium(s) will continue to be deducted from the paycheck for as long as a sufficient amount of pay is being issued. When/if paid-leave is exhausted the employee must arrange to pay his/her portion of the monthly health insurance premium(s) directly to the Benefits Office at the Claremont University Consortium (CUC). Should an employee on leave fail to make a monthly premium payment within 30 days of its due date, health insurance coverage for the employee and his/her dependents will lapse. Neither the employee nor his/her dependents may be reinstated in the health insurance plans until either the employee returns to work, or the employee or dependent becomes eligible and elects to enroll under COBRA.