

Baby Bonding Leave Guidelines

California-Based Employees

Effective January 1, 2024

Congratulations on your soon to be new family member! Premier offers additional Baby Bonding Leave to employees that have a new baby or child. The Baby Bonding Leave typically immediately follows their Maternity/Pregnancy Leave, and that's why we've developed the following guide to help set your expectations as to what will happen during a "typical" Baby Bonding leave process and the timing involved. Your leave of absence will be unique to you, but this guide will provide information that applies to most Baby Bonding leaves of absence.

Which Employees are Eligible?

All employees (including fathers employed) working continuously with Premier Talent Partners for a minimum of 12 months.

When Your Leave Begins

Your leave can begin when you are no longer considered disabled by your doctor, which in most cases is 8 weeks following your baby's birth. However, Baby Bonding Leave can be initiated at any time prior to the baby's first birthday.

Specifics for Baby Bonding Leave

IMMEDIATELY FOLLOWING A PREGNANCY/MATERNITY LEAVE

- When you initiate your Maternity/Pregnancy Leave with CA SDI, please make sure to indicate if you would like to take Baby Bonding Leave at the conclusion of your Disability.
- Because you live in CA, you are eligible to receive the CA Paid Family Leave ("PFL") benefits. PFL provides up to 8 weeks of paid leave (see the amounts that follow).
- If your work location is in SF, Premier will supplement your CA PFL benefits, in compliance with the San Francisco Paid Parental Leave. (SFPPLO) up to the 2024 max weekly benefit amount of \$2,700.
- You are required to apply for Paid Family Leave benefits as a part of the leave policy. You can apply directly online where you apply for CA SDI.

NOT IMMEDIATELY FOLLOWING PREGNANCY LEAVE, BUT PRIOR TO THE BABY'S FIRST BIRTHDAY

- Please report your request for Baby Bonding Leave 30-45 days prior to your expected departure date.
- Because you live in CA, you are eligible to receive the CA Paid Family Leave ("PFL") benefits. The Total PFL time available is 8 weeks.

Benefits Before Leave

Premier's Benefits Manager will confirm your benefits premium deduction schedule prior to your Leave date.

Benefits While On Leave

Your benefits will remain unchanged for up to 4 months. Upon your return as an active employee, the normal employee portion of the benefits cost during your leave will be deducted from your pay checks upon your return. If your total leave time is more than 4 months, your benefits will be terminated and you will be offered COBRA.



How You're Paid While on Baby Bonding Leave: Immediately Following Pregnancy Disability Leave

FIRST DAY ONCE PREGNANCY DISABILITY ENDS:

- As a resident of California, you must apply for state Paid Family Leave benefits that you may be eligible. The CA PFL benefits are approximately 60% of your weekly income, with a maximum weekly benefit amount of **\$1,620.00** per week.
- If you work in SF, you are eligible for SFPPLO benefits, the maximum benefit that you will receive from ALL sources is 100% of your weekly earnings up to **\$2,700.00**.
- If you earn more than **\$122,806** per year you will not receive 100% of your income, as the benefit max is based on an annual salary of approximately **\$122,806**.

Applying for state disability is your responsibility and is a three step process for you:

1. Download the application at the link below or call the state (refer to the absence management FAQ document) or your doctor may provide for you. http://www.edd.ca.gov/Disability/How_to_File_a_PFL_Claim_in_SDI_Online.htm
2. The state will automatically send you the appropriate form within 10 days after your disability claim ends.
 - You will receive separate payments from CA EDD and the State of CA.
 - The benefits that you receive from the state will not be taxed.
 - You WILL NOT RECEIVE BONUS OR COMMISSION PAYMENTS while you are receiving Baby Bonding Leave payments, as they will reduce the amount of benefits that you may receive. Any bonus or commissions will be paid after your Baby Bonding Leave ends and you return to work.

How You're Paid While on Baby Bonding Leave: *Immediately Following Pregnancy Disability Leave*

| Time Period (Calendar Weeks) | Type of Leave | Compensation |
|------------------------------|--------------------------------|---|
| Weeks 1-8 | Baby Bonding Leave | CA PFL will pay 60% benefit. (If work location is SF, Premier will pay the 40% benefit up to the weekly benefit max of \$2,700.00). |
| Weeks 9-12 | Additional Paid Parental Leave | Premier offers an additional 4 weeks of paid leave not to exceed 100% of your earnings (up to \$1,200/ week). |
| Week 13+ | Baby Bonding Leave | No pay benefits from State of CA or Premier. |

CA PDL: Pregnancy Disability Leave law in California. This law applies to all California employees and will protect the employee's job for up to four months. This law provides only job protection, and not income replacement. For more information on CA PDL, please visit <https://www.dfeh.ca.gov/resources/frequently-asked-questions/employment-faqs/pregnancy-disability-leave-faqs/>

FMLA: Family and Medical Leave Act is a federal law that provides job protection for up to 12 weeks. This Federal law is also only job protection, and not income replacement. Premier is in compliance with FMLA, For more information on FMLA, please visit <https://www.dol.gov/general/topic/benefits-leave/fmla>

CFRA: California Family Rights Act is a California law that provides job protection for up to 12 weeks. This law is only job protection and must run concurrently with the FMLA law. Premier is in compliance with CFRA, for more information please visit https://www.edd.ca.gov/disability/fag_pfl_and_fmla_and_cfra.htm

