



County of Riverside
Human Resources Department

◆ **Family and Medical Leave Act (FMLA)** ◆ **California Family Rights Act (CFRA)**
 ◆ **California Pregnancy Disability Act (PDL)**

USE OF ACCRUALS FOR PAID FAMILY AND MEDICAL LEAVE

Qualifying Reason	Type of Paid Time	STATUTE		
		Family and Medical Leave Act (Max: 12 weeks) FMLA (Federal)	California Family Rights Act (Max: 12 weeks) CFRA (CA State)	California Pregnancy Disability Act (Max: 4 months) PDL (CA State)
Employee's Serious Health Condition Not pregnancy-related	Accrued Sick Leave	REQUIRED ¹	REQUIRED ¹	N/A
	Accrued Vacation	REQUIRED ¹	REQUIRED ¹	N/A
	Accrued Holidays	REQUIRED ¹	REQUIRED ¹	N/A
	Accrued Annual Leave	REQUIRED ¹	REQUIRED ¹	N/A
	Accrued Comp Time	REQUIRED ²	REQUIRED ²	N/A
Employee's Serious Health Condition Receiving disability benefits such as Workers' Comp., STD or LTD	Accrued Sick Leave	By mutual agreement ⁵	By mutual agreement ⁵	N/A
	Accrued Vacation	By mutual agreement ⁵	By mutual agreement ⁵	N/A
	Accrued Holidays	By mutual agreement ⁵	By mutual agreement ⁵	N/A
	Accrued Annual Leave	By mutual agreement ⁵	By mutual agreement ⁵	N/A
	Accrued Comp Time	By mutual agreement ⁵	By mutual agreement ⁵	N/A
Employee's Serious Health Condition Pregnancy or childbirth-related disabling condition (includes prenatal care and severe morning sickness) Note: If receiving disability benefits, refer to section above.	Accrued Sick Leave	REQUIRED ¹	N/A	REQUIRED ¹
	Accrued Vacation	Follow PDL	N/A	Employee's Option ³
	Accrued Holidays	Follow PDL	N/A	Employee's Option ³
	Accrued Annual Leave	Follow PDL	N/A	Employee's Option ³
	Accrued Comp Time	Follow PDL	N/A	Employee's Option ³
Family Member's Serious Health Condition Spouse, registered domestic partner, child, child of domestic partner, parent	Accrued Sick Leave	REQUIRED ¹	By mutual agreement ⁷	N/A
	Accrued Vacation	REQUIRED ¹	REQUIRED ¹	N/A
	Accrued Holidays	REQUIRED ¹	REQUIRED ¹	N/A
	Accrued Annual Leave	REQUIRED ¹	REQUIRED ¹	N/A
	Accrued Comp Time	REQUIRED ²	REQUIRED ²	N/A
Bonding with Child Bonding for either parent with a newborn child, a newly adopted child or newly placed foster child. Bonding leave with a newborn child is typically taken after pregnancy or childbirth-related disability has ended.	Accrued Sick Leave	Not Allowed (See MOU) ⁴	Not Allowed (See MOU) ⁴	N/A
	Accrued Vacation	REQUIRED ¹	REQUIRED ¹	N/A
	Accrued Holidays	REQUIRED ¹	REQUIRED ¹	N/A
	Accrued Annual Leave	REQUIRED ¹	REQUIRED ¹	N/A
	Accrued Comp Time	REQUIRED ²	REQUIRED ²	N/A
Military Caregiver Leave Spouse, son, daughter, parent, next of kin of covered servicemember (in Regular Armed Forces, National Guard or Reserves) with serious illness/injury	Accrued Sick Leave	REQUIRED ^{1,6}	N/A	N/A
	Accrued Vacation	REQUIRED ¹	N/A	N/A
	Accrued Holidays	REQUIRED ¹	N/A	N/A
	Accrued Annual Leave	REQUIRED ¹	N/A	N/A
	Accrued Comp Time	REQUIRED ²	N/A	N/A
Qualifying Exigency Leave Spouse, son, daughter, or parent of covered military member (in Regular Armed Forces, National Guard or Reserves)	Accrued Sick Leave	Not allowed (See MOU) ⁴	N/A	N/A
	Accrued Vacation	REQUIRED ¹	N/A	N/A
	Accrued Holidays	REQUIRED ¹	N/A	N/A
	Accrued Annual Leave	REQUIRED ¹	N/A	N/A
	Accrued Comp Time	REQUIRED ²	N/A	N/A

Time Reporting Codes for FMLA/CFRA and PDL Leaves:

TRC	Description	TRC	Description
AWPF	Absent Without Pay FMLA	HLUC	Holiday Used CFRA
ANUP	Annual Leave Pregnancy Disability	HLUF	Holiday Used FMLA
ANUF	Annual Leave Used FMLA	HLUM	Holiday Used Military Caregiver
ANUC	Annual Lv Used CFRA	HLUP	Holiday Used Pregnancy Disability
ANUM	Annual Lv. Military Caregiver	IIPF	Ind. Inj. Partial Day FMLA
AWOPC	AWOP CFRA	IIAF	Ind. Injury Off FMLA
AWOPM	AWOP Military Caregiver	IIPC	Industrial Injury Partial Day CFRA
AWOPP	AWOP Pregnancy Disability	IIAC	Industrial Injury CFRA
CLUM	Comp Lv Used Military Caregiver	MCUC	Mgmt Comp Used CFRA
CLUP	Comp Lv Used PDL	MCUM	Mgmt Comp Used Military Care
CLUC	Comp Lv. Used CFRA	MCUF	Mgmt. Comp. Leave FMLA
CLUF	Comp. Leave Used FMLA	MCUP	Mngmt Lv Used PDL
XVUF	X-TRA Vacation Used FMLA	SCKF	Sick FMLA
XVUP	Extra Vac Used - PDL	SCKC	Sick Leave CFRA
XVUM	Extra Vac Used Military Care	SCKM	Sick Leave Military Caregiver
XVUC	Extra Vac. Used CFRA	SCKP	Sick Pregnancy Disability
HOLP	Holiday - Pregnancy Disability	VACM	Vac. Used Military Caregiver
HOLC	Holiday CFRA	VACF	Vacation FMLA
HOLF	Holiday FMLA	VACC	Vacation Lv. Used CFRA

¹ (FMLA 29 CFR and PDL, Cal. Code Regs. Tit 2§ 7291.11 (b)(1)) Statutes require, or allow an employer to require, this type of paid accrued time to be used in lieu of an unpaid leave; (CFRA § 7297.5 (b)(2), (3)) Statute requires, or allows an employer to require, the use of accrued sick leave. If the employee requests the leave, the employer can require the use of accrued vacation and other accrued personal time.

² (FMLA 29 CFR § 825.207(f) Effective January 16, 2009, statutes allow an employer to require the use of accrued compensatory time.

³ (PDL) The employee, at her option, may request (in writing) this type of paid accrued time be used in lieu of an unpaid leave.

⁴ MOU Leave Provisions govern use of sick leave.

⁵ (FMLA 29 CFR § 825.207(e) Employer and employee may mutually agree to supplement WC and/or disability benefits (STD or LTD) with any other form of paid time off benefits (e.g. vacation, sick leave, annual leave), as long as permitted by state law.

⁶ MOU Leave Provisions govern use of sick leave. Some next of kin relationships are not covered by MOUs.

⁷ (2 C.C.R. § 7297.5 (b)(3) Statutes do not allow employer to require employee to use sick leave when leave is taken for an ill family member.