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May 28, 2024

Paid Pregnancy Leave for Eligible Employees

SUBJECT: DELIMITING OF ABSENCE/ATTENDANCE CODES PFIL, PFVA, PFUP

Under the Family and Medical Leave Act/California Family Rights Act (CFRA)/Pregnancy Disability Leave Policy, eligible school employees shall be paid a portion of their salary for pregnancy leave taken. Effective June 1, 2024, eligible classified and certificated employees are permitted to use benefited time for pregnancy leave.

Please refer to the following Policy Bulletin for more details regarding Pregnancy Leave for Eligible District Employees:

- BUL. 1205.7 - Family and Medical Leave Act/California Family Rights Act/Pregnancy Disability Leave Policy

Effective June 1, 2024, the Absence/Attendance codes PFIL, PFVA, and PFUP will be discontinued. Instead, for Pregnancy Disability Leave (PDL), please use the Absence/Attendance codes PDIL, PDVA, and PDUP.

Please Note:

- Timekeepers may not report PFIL, PFVA, and PFUP
- Timekeepers may use PDIL, PDVA, and PDUP.

You can find more information on PDL and other protected leaves in the job aid accessible [here](#).

If you have any questions, don't hesitate to reach out to our office at fmla@lausd.net.

Thank you,

Juan R. Gonzalez Jr.

Juan R. Gonzalez Jr., on behalf of Dawn Watkins, Chief Risk Officer
Disability Manager

Los Angeles Unified School District
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