



your life

# disability management at a glance

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## time off for family reasons

Review this chart for a quick look at the provisions of various laws relating to time off for family reasons.

	When it applies	Allowable time off	Protections offered	More information
<b>FMLA</b> Federal law	When you need time off to care for yourself or a family member with a serious illness. Family member means a spouse, parent or child. Also applies for time to bond with a newborn, newly adopted child or newly placed foster child.	Up to 12 weeks in a rolling 12-month period.	Job and service is protected (if you request FMLA protection; you must do so as soon as you know you'll be absent, but no later than two days after you return to work).  May be on Chevron Family Leave at the same time or receiving STD benefits for your own disability or other state leave laws.	Reed Group tracks and administers FMLA-protected absences for Chevron. Contact them through the HR Service Center at 1-888-825-5247 or online with LeavePro: <a href="https://chevron.myleaveproservice.com">https://chevron.myleaveproservice.com</a> .  You can also refer to the <a href="#">FMLA</a> section on the Disability Management website. And, refer to the <a href="#">Department of Labor</a> website.

<p><b>Chevron Family Leave</b> Company Policy</p>	<p>When you need time off to care for a family member with a serious illness. Family member means spouse, domestic partner registered with Chevron, child, parents, grandparents, parents-in-law and siblings. Also applies for time to bond with a newborn, newly adopted child or newly placed foster child.</p>	<p>Up to six months in a rolling 12-month period.</p>	<p>Job and service is protected.</p> <p>Time on leave also may be protected under FMLA.</p>	<p>Reed Group tracks and administers Chevron Family Leave. Contact them through the HR Service Center at 1-888-825-5247 or online with LeavePro: <a href="https://chevron.myleaveproservice.com">https://chevron.myleaveproservice.com</a>.</p> <p>You can also refer to the <a href="#">Chevron Family Leave section</a> on the Disability Management website for more information or contact the HR Service Center at 1-888-825- 5247.</p>
<p><b>CFRA</b> California state law</p>	<p>California employees only: For time off to bond with a child after birth; for placement of a child for adoption or foster care; for serious health conditions.</p>	<p>Up to 12 work weeks in a 12-month period.</p>	<p>Reinstatement to same or comparable position; time off may also count as protected time under FMLA.</p>	<p>Reed Group tracks and administers CFRA- protected absences for Chevron. Contact them through the HR Service Center at 1-888-825-5247 or online with LeavePro: <a href="https://chevron.myleaveproservice.com">https://chevron.myleaveproservice.com</a>.</p> <p>You can also refer to the <a href="#">FMLA</a> section on the Disability Management website and the <a href="#">State of California</a> website.</p>
<p><b>PDLL</b> California state law</p>	<p>California employees only: For time for pregnancy- related disabilities.</p>	<p>Up to four months.</p>	<p>Reinstatement to same or comparable position; time off may also count as protected time under FMLA.</p>	<p>Chevron HR business partners and company supervisors manage time off under PDLL.</p> <p>You can also refer to <a href="#">this document</a> for your rights and obligations as a pregnant employee.</p>
<p><b>PFL</b> California state law</p>	<p>California employees only: Provides payment for time off to care for seriously ill family member. Family member means spouse, child, parent, sibling or state-registered domestic partner. Also applies for time to bond with newborn, newly adopted, or newly placed child.</p>	<p>Provides payment for up to eight weeks (beginning 7/1/2020) in a rolling 12-month period while employee is on unpaid leave (or vacation).</p>	<p>None. Provides income only. Employee may be eligible for protection under FMLA, CFRA, PDLL, or Chevron Family Leave for the same absence.</p>	<p>Employees enrolled in the <a href="#">Chevron California Voluntary Disability Insurance Plan (DIP)</a>.</p> <p>Employees enrolled in the <a href="#">State disability insurance</a>.</p>