



your life

# disability management at a glance

## 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><br>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).<br><br>May be on Chevron Family Leave at the same time or receiving STD benefits for your own disability or other state leave laws. | Absence management partner tracks and administers FMLA-protected absences for Chevron. Contact them through the HR Service Center at 1-888-825-5247 or online with <a href="#">mySedgwick</a> .<br><br>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. |

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|---|--|--|--|--|
| <p><b>Chevron Family Leave</b><br/>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>Absence management partner tracks and administers Chevron Family Leave. Contact them through the HR Service Center at 1-888- 825-5247 or online with <a href="#">mySedgwick</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><br/>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>Absence management partner tracks and administers CFRA- protected absences for Chevron. Contact them through the HR Service Center at 1-888-825-5247 or online with <a href="#">mySedgwick</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><br/>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><br/>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>  |