



# MCLE Self-Study Test

## Navigating Pregnancy, Parental Leave and the Return to Work

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### MCLE SELF-STUDY TEST

1. What is the minimum number of employees required for CFRA and PDL to apply?
  - a. 50
  - b. 25
  - c. 15
  - d. 5
2. Which of the following is true with respect to job protection benefits under CFRA?
  - a. They entitle an employee to a “comparable position” upon their return to work
  - b. They prohibit an employer from retaliation or discrimination for exercising their leave rights
  - c. They provide monetary benefits
  - d. All of the above.
  - e. Both a and b
3. The right to return to work is absolute under CFRA.  
 True       False
4. Which of the following is true with respect to CFRA leave for baby bonding?
  - a. The 12 weeks of FMLA leave and 12 weeks of CFRA leave run consecutively with each other
  - b. The 12 weeks of CFRA leave and the 4 months of PDL leave run consecutively with each other
  - c. Neither FMLA leave nor PDL leave run consecutively with CFRA leave.
  - d. Both a and b
5. When is the soonest a new mother may file for postnatal state disability insurance benefits?
  - a. After 20 weeks of pregnancy
  - b. One month prior to the baby’s due date
  - c. On the day of the baby’s birth
  - d. One month after the day of the baby’s birth
6. Both the birthing parent and the non-birthing parent are eligible to file for Paid Family Leave Benefits in California.  
 True       False
7. Which of the following is NOT true regarding an employer-provided lactation room?
  - a. The lactation room must be shielded from view
  - b. A bathroom can be designated as a lactation room
  - c. The employer must provide a surface to place a breast pump and other personal items in the lactation room
  - d. The lactation space must be in close proximity to the employee’s work area
8. If a new parent returning from parental leave requests a reduced work schedule upon their return to work, the employer is always required to grant the accommodation request.  
 True       False

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