Five Key Laws for Parents

These California Laws Allow You to Take Time to Nurture your Child

Pregnancy Disability Leave

Women who work for an employer with 5 or more employees are entitled to up to 4 months Pregnancy Disability Leave

Pregnant employees have the right to take up to 4 months of job-protected leave for disability due to pregnancy, childbirth or a related health condition. A woman is considered disabled if she is unable to perform one or more essential functions of her job owing to her pregnancy or related health condition. This leave also applies to time off for prenatal care.

Female employees who participate in the State Disability Insurance Program may also be eligible for disability insurance benefits during this time.

Family & Medical Leave Act (FMLA) California Family Rights Act (CFRA)

You may be entitled to 12 weeks of job-protected leave to bond with your new baby.

Male and female employees have the right to take bonding leave for up to 12 weeks to bond with a newborn baby, newly adopted or foster child. Bonding leave must be taken within 12 months of the child's arrival in the home.

To be eligible for job-protected bonding leave, an employee must work for a company with 50 or more employees within a 75-mile radius, and the employee must have worked at least one year and 1,250 hours in the year prior to taking leave.

Pregnant women who are eligible for FMLA/CFRA are entitled to take the 12 weeks of CFRA bonding leave after their pregnancy disability leave ends.

Paid Family Leave Act

Employees who pay into State Disability Insurance are entitled to up to 6 weeks of partial pay to bond with a new child or care for a child with a serious health condition.

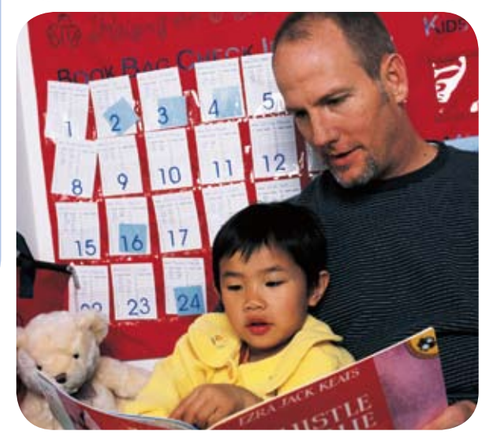
The Paid Family Leave Act entitles eligible employees to receive partial pay while taking time off to work to bond with a newborn baby, newly adopted or foster child within the first 12 months of the child's arrival in the home. The benefits are available for up to 6 weeks each year. Employees can also receive benefits if they must take off work to care for a child, parent, spouse or domestic partner with a serious health condition.

Sick Leave Use for Family Care

If you earn sick leave, you are entitled to use half of the sick leave earned each year to care for sick family members.

Employers who provide sick leave are required to allow employees to use up to ½ of the sick leave, accrued during a 12-month period, to care for a sick child, parent, spouse or domestic partner.

To be eligible, an employee must be a full or part-time employee with accrued sick leave.



Family-School Partnership Act

Parents who work for an employer with 25 or more employees at the same location are entitled to take time off work to attend a child's school activities.

The Family-School Partnership Act allows parents to take unpaid time off from work to participate in activities in their child's elementary, middle or high school or licensed child care facility. School activities include field trips, parent-teacher conferences, and graduations. A parent may take up to 40 hours each year, but no more than 8 hours per month.

PAID family leave collaborative

United Way

United Way of the Bay Area

For more information, call the Work and Family Hotline (LAS-ELC) at 800-880-8047 or visit these websites:
www.working-families.org/organize/factsheets.html
www.paidfamilyleave.org
www.edd.ca.gov

Produced by the Paid Family Leave Collaborative (California Women's Law Center, Equal Rights Advocates, Legal Aid Society-Employment Law Center, Labor Project for Working Families) and United Way of the Bay Area.

Funded by The California Wellness Foundation

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