

Six 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 of 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. This leave also applies to time off for prenatal care. In addition to leave, pregnant women are entitled to reasonable accommodations at work, such as modified duties or frequent bathroom breaks.

Women are entitled to continued employer health insurance coverage while on Pregnancy Disability Leave.

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 up to 12 weeks of leave to bond with a newborn baby, newly adopted or foster child. Bonding leave must be taken within the first 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.

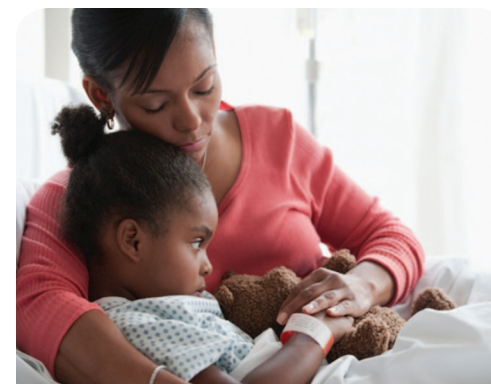


Paid Family Leave Act

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

Employers who provide paid sick leave are required to allow employees to use up to 1/2 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.

Lactation Accommodation Laws

Employed mothers have the right to break time and a private space to express breast milk for their babies.

Federal and California State laws protect a woman's right to lactation accommodations. In California, all employers must provide breastfeeding mothers with break time and reasonable accommodations. The space should be private, free from intrusion, and in close proximity to the employee's work area. The lactation room cannot be a bathroom stall. Breastfeeding mothers can use their regular paid breaks.

If an employed mother needs more time, employers must give them the additional break time, but it may be unpaid.

For more information call:

The Legal Aid Society – Employment Law Center: 1-800-880-8047 Work and Family Helpline • **Equal Rights Advocates** 1-800-839-4372
For information on how to get involved in expanding family leave rights in California, contact the California Work and Family Coalition at 510-643-7088 or on line at www.workfamilyca.org • This publication is intended to provide accurate information regarding the legal rights of California employees. However, do not rely on this information without consulting an attorney or the appropriate government agency.
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