

## DID YOU KNOW?

### Parent Employee Rights...

#### **Pregnancy Disability Leave (PDL)**

A woman who is employed can receive disability benefits while she is pregnant. PDL is for the period of time that a woman is medically disabled due to pregnancy and childbirth. This time may consist of leave with or without pay.

#### **Paid Family Leave (PFL)**

Workers can get up to 6 weeks of partial pay a year while taking time off from work to care for a new child or a sick family member. (You must pay into State Disability to participate in the PFL).

#### **Family and Medical Leave Act (FMLA)**

Certain employers must grant an eligible employee up to 12 work weeks of unpaid leave during any 12-month period for either of the following reasons:



To care for an immediate family member (spouse, child, or parent) with a serious health condition



The birth and care of an employee's adopted or foster child

#### **School Participation Act**

Parents/guardians of school aged kids are able to take up to 8 hours of leave of absence without pay per month, not to exceed 40 hours during a school year, to participate in a child's school activities.

#### **Lactation Accommodation**

California Law requires employers to accommodate breastfeeding employees.

These are only some of the laws related to parent employee rights. For more detailed information, please visit our website: [www.first5fresno.org](http://www.first5fresno.org)

## FIRST 5 FRESNO COUNTY

### CHILD-FRIENDLY BUSINESS AWARDS CONGRATULATIONS 2009 WINNERS!

BSK Associates  
H.T. Harvey and Associates  
Pacific Gas & Electric Company  
Richard Heath and Associates, Inc.  
Rehabilitation Counseling Program, CSUF

### 5 REASONS TO BE CHILD-FRIENDLY

1. Get the best from your employees with a flexible workplace that enables employees to take care of their family and get work done.
2. Employees stay longer with employers who support employee's needs as parents.
3. Avoid business costs due to work absences.
4. Customers with children feel more comfortable in child-friendly environments.
5. By supporting your employees to be better parents, you help today's young children become tomorrow's well educated, highly skilled, and motivated workforce.

*"I'm proud to work at a place where mothers who want to take breaks to pump breast milk can do so in a break room that is designated just for this purpose."*

*-Virginia Madrid-Salazar  
Marketing Manager  
Richard Heath and Associates, Inc.*

## Nomination Deadline

March 12, 2010

To nominate a workplace visit

[www.first5fresno.org](http://www.first5fresno.org)

or call 559-241-7444