

Happy Parents MAKE BETTER EMPLOYEES

Studies show businesses that implement policies and practices to support their employees **beyond what's required by law** have a greater return on their investment.

Child-Friendly Businesses invest in the little things that make a BIG difference.

Six Child-Friendly Laws Every Parent Should Know

In California, parent employees are entitled to many rights, including:

1

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.

2

California Family Rights Act

Workers may take up to 12 weeks of leave to bond with a newborn baby, newly adopted or foster child within the first 12 months of the child's arrival in the home.

3

Paid Family Leave Act

Workers who pay into the State Disability Insurance can get up to six weeks of partial pay a year while taking time off from work to care for a new child or a sick family member.

4

Sick Leave Use for Family Care

Employees who earn paid sick leave can use half of the sick leave earned each year to care for sick family members.

5

Family-School Partnership Act

Parents who work for an employer with 25 or more employees at the same location can take unpaid time off work to attend a child's school activities (40 hours each year, no more than 8 hours a month).

6

Lactation Accommodation Laws

California law requires employers to give mothers adequate break time and a private sanitary place (other than a bathroom stall) to express breast milk.



First 5 Fresno County's Child-Friendly Business Awards honor local businesses that go above and beyond to support a healthy work/home balance.

Do you work for a child-friendly business?
NOMINATE YOUR WORKPLACE
Visit first5fresno.org for deadline and details

