

6 Laws Every Working Parent Should Know

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- 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's New Parent Leave Act (NPLA)** — widened the scope for employees of small businesses to become eligible for the benefits of the **California Family Rights Act (CFRA)** - where employees may take up to 12 weeks of protected 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. Additionally, this act was widened with to support parents employees who work for small businesses
- 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** — Employers must provide mothers adequate break time and a private sanitary place (other than a bathroom stall) to express breast milk. The room must also have access to a sink with running water and a refrigerator suitable for storing milk.