



Child-Friendly. Parent Happy.

Invest in the little things that make a BIG difference.

As an employee, imagine working at a place that offers you the flexibility to meet the demands of your family life. Studies show employees value this flexibility more than a promotion, stock options or above market salaries. In California, parent employees are entitled to many rights intended to support parents, including:

- **Lactation Accommodation Act** - California law requires employers to give mothers adequate break time and a private sanitary place to express breast milk.
- **School Participation Act** - Parents/guardians of school-aged children can take up to eight hours of leave of absence without pay per month (40 hours maximum during a school year) to participate in a child's school activities.
- **Paid Family Leave (PFL) 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.
- **Pregnancy Disability Leave (PDL) Act** - A woman who is employed can receive disability benefits (with or without pay) for the period of time that she is medically disabled due to pregnancy and childbirth.



**Nominate your workplace today for the
2011 Child-Friendly Business Awards!**

Nomination deadline: March 4, 2011



To nominate or learn more about your rights as a parent visit
www.first5fresno.org, or call **(559) 241-7444**