

# 10 Laws Every Working Parent Should Know

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**Pregnancy Disability Leave** — Women who work for an employer with five or more employees are entitled to up to four months of Pregnancy Disability Leave.

2

**New Parent Leave Act (NPLA)** — This act widened the scope for employees of small businesses to become eligible for the benefits of the California Family Rights Act (CFRA)—employees may take up to 12 weeks of protected leave to bond with a newborn baby or newly adopted foster child within the first 12 months of the child's arrival in the home. Additionally, this act was widened to support parent employees who work for small businesses with at least 20 employees within a 75-mile radius.

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 up to half of the leave earned each year to care for sick family members.

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**Family-School Partnership Act** — Parents who work for an employer with 25 or more employees at the same location can take unpaid time off from work to attend a child's school activities (40 hours each year, no more than eight hours a month).

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**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.

7

**The Pregnant Workers Fairness Act** — Workers are entitled to reasonable accommodations during pregnancy, childbirth recovery, and related medical conditions. These accommodations can include light duty, breaks, or a stool to sit on. These accommodations will be provided unless it causes undue hardship for the employer. The law also protects employees from any retaliation by their employers.

8

**Paid Sick Days** — The number of paid sick days that employers are required to provide to their employees has increased from three days or 24 hours to at least five days or 40 hours.

9

**Reproductive Leave** — A subset of California's Bereavement Leave law. It increases an employee's leave entitlements for a "reproductive loss event," defined as "the day, or for a multiple-day event, the final day of a failed adoption, failed surrogacy, miscarriage, stillbirth, or an unsuccessful assisted reproduction." Employers with five or more employees must provide up to five days of leave for reproductive loss events.

10

**Work From Home** — Employers are required to provide a 30-day advance written notice before requiring remote employees to return to an in-person setting. The notice would also explain the employee's right to remain remote as an accommodation, if applicable, to their disabilities.