



FMLA California

Federal vs. California Family & Medical Leave Laws

	FEDERAL FMLA ELEMENTS	STATE ELEMENTS
Employers Covered	<p>Private employers with 50 or more employees in at least 20 weeks of the current or preceding year.</p> <p>Public agencies, including state, local and federal employers.</p> <p>Local education agencies covered under special provisions.</p>	<p>In addition to the federal FMLA, California has leave laws regarding: (1) family and medical leave, (2) pregnancy disability leave, (3) military spouse leave, (4) family sick leave, (5) leave for victims of domestic violence, sexual assault, stalking, crime or abuse, (6) organ and bone marrow donation leave, (7) employee paid sick leave, (8) bereavement leave and (9) reproductive loss leave.</p> <p>Family and Medical Leave: Employers with five or more employees, the state and any political or civil subdivision of the state and cities.</p> <p>Pregnancy Disability Leave: Employers with five or more employees.</p> <p>Military Spouse Leave: Employers with 25 or more employees.</p> <p>Family Sick Leave (Kin Care): Any employer that provides paid sick leave for employees.</p> <p>Domestic Violence/Sexual Assault/Stalking/Crime or Abuse Victim Leave: <u>All California employers</u> must grant unpaid leave to employees:</p>

		<ul style="list-style-type: none"> • Who are victims of domestic violence, sexual assault or stalking; • Who are victims of crime or abuse that caused physical injury; • Who are victims of crime or abuse that caused mental injury and the threat of physical injury; or • Whose immediate family member was killed in a crime. <p>The purpose of the leave is to obtain any relief (such as a restraining order) to help insure the health, safety or welfare of either themselves or their children.</p> <p><u>Employers with 25 or more employees</u> must allow certain employee victims to take unpaid time off (up to the employee's amount of FMLA leave) to obtain specified types of medical attention or psychological counseling. The leave applies to employee victims of:</p> <ul style="list-style-type: none"> • Domestic violence, sexual assault or stalking; or • Crime or abuse that caused physical injury, or caused mental injury and the threat of physical injury. <p>The leave must also be provided to employees whose immediate family member was killed in a crime.</p> <p>Organ and Bone Marrow Donation Leave: Employers with 15 or more employees.</p> <p>Paid Sick Leave: All employers.</p> <p>Bereavement Leave: Employers with five or more employees.</p> <p>Reproductive Loss Leave: Employers with five or more employees.</p>
<p>Employees Eligible</p>	<p>Worked for employer for at least 12 months (which need not be consecutive); worked at least 1,250 hours for employer during 12 months preceding leave; and employed at a worksite with 50 or</p>	<p>Family and Medical Leave: Employees with at least 12 months of service with employer who have worked at least 1,250 hours during the 12 months prior and whose employer employs five or more employees.</p>

	<p>more employees within 75 miles of worksite.</p>	<p>Pregnancy Disability Leave: Female employees disabled by pregnancy, childbirth or a related medical condition. “Disabled by pregnancy” includes prenatal or postnatal care, bed rest, gestational diabetes, pregnancy-induced hypertension, preeclampsia, post-partum depression, childbirth, loss/end of pregnancy, or recovery from childbirth or the loss/end of pregnancy. There are no eligibility requirements, such as hours worked or length of service.</p> <p>Military Spouse Leave: Spouse of military member who works an average of 20 or more hours per week.</p> <p>Kin Care Leave: Employees with accrued and available paid sick leave.</p> <p>Domestic Violence/Sexual Assault/Stalking/Crime or Abuse Victim Leave: Employees who are victims of domestic violence, sexual assault, stalking, crime or abuse that caused physical injury, or crime or abuse that caused mental injury and the threat of physical injury. Also covers employees whose immediate family member was killed in a crime.</p> <p>Organ and Bone Marrow Donation Leave: Employees who are organ or bone marrow donors and who have been employed for at least a 90-day period immediately prior to the leave.</p> <p>Paid Sick Leave: Employees who are employed in California for 30 or more days within a calendar year from the start date of their employment. Includes part-time and temporary workers. An employee may begin using accrued sick leave on his or her 90th day of employment.</p> <p>Bereavement Leave: Employees who have been employed by their current employer for at least 30 days before the start of the leave. Some collectively bargained employees are not covered.</p> <p>Reproductive Loss Leave: Employees who have been employed by their current employer for at least 30 days.</p>
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<p>Leave Amount</p>	<p>Generally, up to a total of 12 weeks during a 12-month period.</p> <p>Up to 26 weeks during a single 12-month period to care for spouse, child, parent or next of kin who is a covered service member with a serious injury or illness.</p> <p>However, leave for birth, adoption, foster care, care for a parent with a serious health condition or care for a covered service member with a serious injury or illness must be shared by spouses working for same employer.</p>	<p>Family and Medical Leave: 12 weeks during a 12-month period. Runs concurrently with FMLA leave if eligible for both types of leave. Employer may limit leave increments to the shortest period of time that the employer’s payroll system will allow. Each leave period taken to care for a newborn child must be taken within one year of the birth or placement and be at least two weeks in duration (employer may grant up to two requests for a shorter leave period).</p> <p>Pregnancy Disability Leave: For a reasonable period not to exceed four months per pregnancy (calculated as the number of hours the employee normally would work in four calendar months). Runs concurrently with FMLA leave if eligible for both types of leave, but must be provided in addition to state family and medical leave.</p> <p>Military Spouse Leave: Up to 10 days during military member’s leave from deployment.</p> <p>Kin Care Leave: Up to six months of employee’s accrued paid sick leave may be used each year for any reason allowed under California’s paid sick leave law. This means that an employee may use accrued sick leave for the diagnosis, care or treatment of an existing health condition of (or preventive care for) the employee’s family member. An employee’s family member includes his or her child, parent, stepparent, parent-in-law, spouse, domestic partner, grandparent, grandchild or sibling.</p> <p>Does not extend maximum leave period under the FMLA or state family and medical leave.</p>

		<p>Domestic Violence/Sexual Assault/Stalking/Crime or Abuse Victim Leave: No specific duration. Does not extend the maximum leave period under the FMLA.</p> <p>Organ and Bone Marrow Donation Leave:</p> <ul style="list-style-type: none"> • Organ donor: Up to 30 business days of paid leave, plus an additional 30 business days of unpaid leave, per year for the purpose of donating an organ to another person. • Bone marrow donor: Up to five business days per year for the purpose of donating bone marrow to another person. <p>Organ and bone marrow donation leave does not run concurrently with FMLA leave or California family and medical leave.</p> <p>Paid Sick Leave: At least 40 hours (or five workdays) of accrued paid sick leave per year. Employees must accrue at least one hour of sick leave for every 30 hours worked. Employer may limit employee’s total sick leave accrual to 80 hours (or 10 days). Carryover of accrued but unused sick leave to the next year may be permitted, but employer may limit employee use of paid sick leave to 40 hours (or five days) per year. No carryover required if employer provides employees with at least five days of paid sick leave at the beginning of the year.</p> <p>Depending on the reason and for whom an employee uses accrued sick leave, the time may or may not run concurrently with leave under the FMLA and California Family Rights Act.</p> <p>Bereavement Leave: Five days.</p> <p>Reproductive Loss Leave: Five days. Total leave for an employee’s multiple reproductive loss events is limited to 20 days per 12-month period.</p>
<p>Type of Leave</p>	<p>Unpaid leave for:</p>	<p>Family and Medical Leave: Unpaid leave for:</p>

	<ul style="list-style-type: none"> • Birth of employee’s newborn child; • Placement of child with employee for adoption or foster care; • Providing care for employee’s parent, child or spouse with serious health condition; • Employee’s own serious health condition; • Any qualifying exigency when employee’s spouse, child or parent is on active duty or is notified of impending call or order to active duty in Armed Forces; or • Caring for a spouse, child, parent or next of kin who is a covered service member with a serious injury or illness. 	<ul style="list-style-type: none"> • Birth of employee’s child; • Placement of a child with employee for adoption or foster care; • Providing care for employee’s child, parent, parent-in-law, spouse, registered domestic partner, grandparent, grandchild, sibling, domestic partner’s child or designated person with a serious health condition; • A qualifying exigency related to the covered active duty or call to covered active duty of an employee’s spouse, domestic partner, child or parent in the Armed Forces of the United States. • The employee’s own serious health condition that makes the employee unable to perform the functions of his or her position. <p>Does not cover leave taken for disability on account of pregnancy, childbirth or a related medical condition.</p> <p>“Designated person” means any person related by blood or whose association with the employee is the equivalent of a family relationship. Employers may limit employees to one designated person per year.</p> <p>Pregnancy Disability Leave: Unpaid leave for a female employee disabled by pregnancy, childbirth or a related medical condition, except leave must be paid to the extent the employer pays for other temporary disability leaves for similarly situated employees. In addition to the leave entitlement, an employer must also provide an employee who is disabled by pregnancy a reasonable accommodation in certain circumstances.</p> <p>Military Spouse Leave: Unpaid leave for the spouse of a military member who is on leave from deployment during a period of military conflict.</p> <p>Kin Care Leave: An employee may use accumulated paid sick leave to care for a child, parent, spouse, registered domestic partner, grandparent, grandchild or sibling.</p>
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		<p>one designated person per year. Paid sick leave may also be used by employees who are victims of domestic violence, sexual assault or stalking.</p> <p>Bereavement Leave: Leave upon the death of a spouse, domestic partner, child, parent, sibling, grandparent, grandchild or parent-in-law. Must be completed within three months of the date of death, and must be taken pursuant to any employer bereavement policy (as long as it provides at least five days of leave). Leave may be unpaid in the absence of an existing policy, but employees must be allowed to use other leave balances available, including accrued paid sick leave.</p> <p>Reproductive Loss Leave: Unpaid leave following a reproductive loss event, defined as a failed adoption, failed surrogacy, miscarriage, stillbirth or unsuccessful assisted reproduction. Leave must be taken within three months of the reproductive loss event and pursuant to any applicable leave policy of the employer. Total leave for an employee’s multiple reproductive loss events is limited to 20 days per 12-month period.</p>
<p>Serious Health Condition/Serious Injury or Illness</p>	<p>Serious Health Condition: Illness, injury, impairment, or physical or mental condition involving incapacity or treatment connected with inpatient care in hospital, hospice, or residential medical-care facility, or continuing treatment by a health care provider involving a period of incapacity due to:</p> <ul style="list-style-type: none"> • A health condition lasting more than three consecutive full calendar days and involving a certain level of treatment; • A chronic serious health condition or a permanent or long-term condition for which treatment may be ineffective; 	<p>Serious Injury or Illness: No provision</p>

	<ul style="list-style-type: none"> • Absences to receive multiple treatments (including recovery periods) for a restorative surgery or for a condition that if left untreated likely would result in incapacity of more than three days; or • Any incapacity related to pregnancy or for prenatal care. <p>Serious Injury or Illness:</p> <p>In the case of a member of the Armed Forces, including a member of the National Guard or Reserves, an injury or illness incurred by the member in line of duty on active duty in the Armed Forces (or which existed before the beginning of active duty and was aggravated by service in the line of duty on active duty) that may render the member medically unfit to perform the duties of the member’s office, grade, rank or rating.</p> <p>For a veteran of the Armed Forces, including a veteran of the National Guard or Reserves, an injury or illness incurred by the member in the line of duty on active duty in the Armed Forces (or which existed before the beginning of active duty and was aggravated by service in the line of duty on active duty) and that manifested itself either before or after the member became a veteran.</p>	
<p>Health Care Provider</p>	<p>Doctors of medicine or osteopathy authorized to practice medicine or surgery; podiatrists, dentists, clinical psychologists, clinical social workers, physician assistants, optometrists, chiropractors (limited to manual manipulation of spine to correct subluxation shown to exist by x-ray), nurse practitioners, and nurse-midwives, if authorized to practice under state law and</p>	<p>Similar to federal FMLA</p>

	<p>consistent with the scope of their authorization; Christian Science practitioners listed with the First Church of Christ, Scientist in Boston, MA; any provider so recognized by the employer or its group health plan's benefits manager; and any health provider listed above who practices and is authorized to practice in a country other than the United States.</p>	
<p>Intermittent Leave</p>	<p>Permitted for serious health condition, for care of covered service member when medically necessary and for active duty leave.</p> <p>Not permitted for care of newborn or new placement by adoption or foster care, unless employer agrees.</p>	<p>Family and Medical Leave: Permitted. An employee who needs intermittent or reduced schedule leave for planned medical treatment must make a reasonable effort to schedule treatment so as not to unduly disrupt the employer's operations.</p> <p>Paid Sick Leave: An employee may determine how much paid sick leave he or she needs to use. An employer may set a reasonable minimum increment, not to exceed two hours.</p> <p>Bereavement Leave: Leave days do not have to be consecutive.</p> <p>Reproductive Loss Leave: Leave days do not have to be consecutive.</p>
<p>Substitution of Paid Leave</p>	<p>Employees may elect, or employers may require, accrued paid leave to be substituted in some cases. Employee must follow terms and conditions of employer's normal paid leave policies.</p>	<p>Family and Medical Leave: Employee may elect, or employer may require, substitution of accrued vacation leave, other accrued time off or other paid or unpaid time off negotiated with employer. For employee's own serious health condition (but not other purposes, unless employer and employee agree), employee may use accrued sick leave.</p> <p>For an employee's own serious health condition, the employee may also substitute leave taken pursuant to a short- or long-term disability leave plan, as determined by the terms and conditions of the employer's leave policy, during otherwise unpaid family and medical leave. Paid disability leave runs concurrently with family and medical leave. An employee receiving any form of disability payment</p>

		<p>may not be required by the employer to use paid time off, sick leave or accrued vacation.</p> <p>Pregnancy Disability Leave: Employee may elect, or employer may require, substitution of accrued sick leave. Employee is entitled to use any accrued vacation leave or other personal time off.</p> <p>Military Spouse Leave: Leave does not affect or prevent employer from allowing employee to take a leave that he or she is otherwise entitled to take.</p> <p>Kin Care Leave: No provision</p> <p>Domestic Violence/Sexual Assault/Stalking/Crime or Abuse Victim Leave: Employee may elect, or employer may require, substitution of available vacation, personal leave or compensatory time.</p> <p>Organ and Bone Marrow Donation Leave: Employer may require that employee take up to five days of accrued sick leave, vacation or paid time off for bone marrow donation and up to two weeks of accrued sick leave, vacation or paid time off for organ donation.</p> <p>Paid Sick Leave: Employer can provide sick leave through its own plan or establish different plans for different categories of workers, as long as each plan meets the minimum accrual, carryover and use requirements of the law or puts the full amount of leave into an employee’s leave bank at the beginning of each year, in accordance with a paid time off (PTO) policy.</p> <p>Bereavement Leave: If leave is unpaid, employees must be allowed to use other leave balances available, including accrued paid sick leave.</p> <p>Reproductive Loss Leave: If leave is unpaid, employees may use any available vacation, personal leave, accrued and available sick leave or compensatory time off.</p>
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<p>Reinstatement Rights</p>	<p>Must be restored to same position or one equivalent to it in all benefits and other terms and conditions of employment.</p>	<p>Family and Medical Leave: Similar to federal FMLA.</p> <p>Pregnancy Disability Leave: Similar to federal FMLA. Employer must provide notice of available positions to any employee who is terminated after pregnancy disability leave for 60 days following the employee’s scheduled date of reinstatement.</p> <p>Military Spouse Leave: No specific provision. Employer may not retaliate against employee for taking leave.</p> <p>Kin Care Leave: Employer may not threaten to discharge, demote, suspend or in any manner discriminate against employee for using family sick leave.</p> <p>Domestic Violence/Sexual Assault/Stalking/Crime or Abuse Victim Leave: All employers are prohibited from discharging or in any manner discriminating or retaliating against an employee victim of stalking, domestic violence, sexual assault, crime or abuse (or whose immediate family member was killed in a crime):</p> <ul style="list-style-type: none"> • For taking time off to appear in court to comply with a subpoena or other court order as a witness in any judicial proceeding; • For taking time off work to obtain any relief to help ensure the health, safety or welfare of the employee or the employee’s child (notice and certification requirements must be met); or • Because of the employee’s status as a victim of stalking, domestic violence, sexual assault, crime or abuse, if the victim provides notice to the employer of the status or the employer has actual knowledge of the status. <p><u>Employers with 25 employees or more</u> are prohibited from discharging or in any manner discriminating or retaliating against an employee victim (or whose immediate family member was killed in a crime) for:</p>
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		<ul style="list-style-type: none"> • Seeking medical attention for injuries caused by crime or abuse; • Obtain services from a domestic violence shelter, program, rape crisis center or victim services organization or agency as a result of crime or abuse; • Obtain psychological counseling or mental health services related to an experience of crime or abuse; or • Participate in safety planning and take other actions to increase safety from future crime or abuse, including temporary or permanent relocation. <p>Organ and Bone Marrow Donation Leave: Similar to federal FMLA.</p> <p>Paid Sick Leave: Employers may not deny employees the right to use accrued sick days, discharge, threaten to discharge, demote, suspend or in any manner discriminate against employees for using accrued sick days.</p> <p>Bereavement Leave: Employers may not discharge, demote, fine, suspend, expel or discriminate against employees for using bereavement leave.</p> <p>Reproductive Loss Leave: Employers may not discharge, demote, fine, suspend, expel or discriminate against employees for using bereavement leave.</p>
<p>Key Employee Exception to Reinstatement Rights</p>	<p>Limited exception for salaried employees if among highest-paid 10 percent of workforce within 75 miles of worksite, restoration would lead to grievous economic harm to employer and other conditions met</p>	<p>Family and Medical Leave: No exception.</p>
<p>Maintenance of Health Benefits During Leave</p>	<p>Health insurance must be continued under same conditions as prior to leave.</p>	<p>Family and Medical Leave: Similar to federal FMLA. Any length of time an employer may have continued health benefits for a pregnancy disability leave does not count toward its obligation to provide for continued health benefits for family and medical leave.</p>

		<p>Pregnancy Disability Leave: Similar to federal FMLA</p> <p>Military Spouse Leave: No specific provision. Employer may not retaliate against employee for taking leave.</p> <p>Kin Care Leave: Employer may not threaten to discharge, demote, suspend or in any manner discriminate against employee for using family sick leave.</p> <p>Domestic Violence/Sexual Assault/Stalking/Crime or Abuse Victim Leave: <u>All employers</u> are prohibited from discharging or in any manner discriminating or retaliating against an employee victim of stalking, domestic violence, sexual assault, crime or abuse (or employee whose immediate family member was killed in a crime):</p> <ul style="list-style-type: none"> • For taking time off to appear in court to comply with a subpoena or other court order as a witness in any judicial proceeding; • For taking time off work to obtain any relief to help ensure the health, safety or welfare of the employee or the employee’s child (notice and certification requirements must be met); or • Because of the employee’s status as a victim of stalking, domestic violence, sexual assault, crime or abuse, if the victim provides notice to the employer of the status or the employer has actual knowledge of the status. <p><u>Employers with 25 employees or more</u> are prohibited from discharging or in any manner discriminating or retaliating against an employee victim (or employee whose immediate family member was killed in a crime) for:</p> <ul style="list-style-type: none"> • Seeking medical attention for injuries caused by crime or abuse; • Obtain services from a domestic violence shelter, program, rape crisis
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		<p>center or victim services organization or agency as a result of crime or abuse;</p> <ul style="list-style-type: none"> • Obtain psychological counseling or mental health services related to an experience of crime or abuse; or • Participate in safety planning and take other actions to increase safety from future crime or abuse, including temporary or permanent relocation. <p>Organ and Bone Marrow Donation Leave: Similar to federal FMLA.</p> <p>Paid Sick Leave: An employer may not discharge, threaten to discharge, demote, suspend or in any manner discriminate against an employee for using accrued sick days.</p>
<p>Leave Requests</p>	<p>To be made by employee at least 30 days prior to date leave is to begin where need is known in advance or, where not foreseeable, as soon as practicable.</p> <p>If due to a planned medical treatment or for intermittent leave, the employee, subject to health care provider's approval, shall make a reasonable effort to schedule it in a way that does not unduly disrupt employer's operations.</p> <p>If due to foreseeable active duty of family member, notice must be made as soon as practicable.</p>	<p>Family and Medical Leave: If need for leave is foreseeable, employee must provide reasonable advance notice.</p> <p>Pregnancy Disability Leave: Employer may require employee to give reasonable notice of the date leave will begin and estimated length of leave.</p> <p>Military Spouse Leave: Employee must provide notice of leave within two business days of receiving official notice of the military member's leave from deployment.</p> <p>Kin Care Leave: All conditions and restrictions placed by employer upon the use of sick leave also apply to the use of sick leave to care for an employee's family member. Employees have the sole discretion to designate sick leave taken for these reasons.</p> <p>Domestic Violence/Sexual Assault/Stalking/Crime or Abuse Victim Leave: Employee must give reasonable advance notice of his or her intent to take time off, unless advance notice is not feasible.</p> <p>Organ and Bone Marrow Donation Leave: Employee must provide written verification to employer that he or she is an organ or blood marrow donor and that</p>

		<p>there is a medical necessity for the donation.</p> <p>Paid Sick Leave: Employee to provide oral or written request. If the need for leave is foreseeable, the employee must give reasonable advance notice, but where the need is unforeseeable the employee need only give notice as soon as practicable. An employer may not require an employee to find a replacement worker as a condition for using paid sick leave.</p> <p>Bereavement Leave: No provision.</p> <p>Reproductive Loss Leave: No provision.</p>
<p>Certification Requirement</p>	<p>Employer may require certification for the following:</p> <p>Request for leave because of serious health condition or to care for covered service member with a serious illness or injury;</p> <p>Request for qualifying exigency leave because of family member's active duty or call to active duty in the Armed Forces; or</p> <p>To demonstrate employee's fitness to return to work from medical leave where employer has a uniformly applied practice or policy requiring such certification.</p>	<p>Family and Medical Leave: Employer may require certification in the following instances:</p> <ul style="list-style-type: none"> • For a request for leave because of a serious health condition; or • To demonstrate employee's fitness to return to work from medical leave as long as practice of requesting a certificate is uniformly applied. <p>Pregnancy Disability Leave: Employer may require employee to provide medical certification.</p> <p>Military Spouse Leave: Employee must provide written documentation certifying that the military member will be on leave from deployment during the time employee requests leave.</p> <p>Domestic Violence/Sexual Assault/Stalking/Crime or Abuse Victim Leave: When advance notice is not possible, the employee must provide certification to the employer within a reasonable time after the absence, in the form of a police report, court order, doctor's or counselor's note, similar document or a statement signed by the employee that leave was for an authorized purpose.</p> <p>Organ and Bone Marrow Donation Leave: Employee must provide written verification to employer that he or she is an</p>

		<p>organ or bone marrow donor and that there is a medical necessity for the donation.</p> <p>Paid Sick Leave: No provision</p> <p>Bereavement Leave: Employers may request documentation of the death of the family member within 30 days of the first day of leave. Documentation includes but is not limited to a death certificate; a published obituary; a written verification of death, burial or memorial services from a mortuary, funeral home, burial society, crematorium, religious institution or government agency.</p> <p>Reproductive Loss Leave: No specific provision.</p>
Executive, Administrative, and Professional Employees	<p>These individuals are entitled to FMLA benefits. However, their use of FMLA leave does not change their status under the Fair Labor Standards Act (FLSA), i.e., an employer does not lose its exemption from the FLSA's minimum wage and overtime requirements.</p>	<p>No specific provision</p>
Other		<p>Registered domestic partners must be treated the same as spouses for most purposes under California law, including for employee leave purposes.</p>
Statutes	<p>29 USC 2601</p>	<p>California Statutes, Government Code § 12945.2 (family and medical leave); § 12945 (pregnancy disability leave); § 12945.7 (bereavement leave); § 12945.6</p> <p>California Statutes, Military and Veterans Code § 395.10 (military spouse leave)</p> <p>California Statutes, Labor Code § 233 (Kin Care); §§ 230 and 230.1 (domestic violence and sexual assault victims); §§ 1508-1513 (organ and blood donation leave); §§ 245-249 (paid sick leave)</p>

Paid Family Leave Insurance Program

The California Paid Family Leave insurance program provides up to eight weeks of wage replacement benefits when an employee takes time off from work to care for a newborn, a newly adopted child or foster child or a seriously ill child, spouse, parent or registered domestic partner. Partial wage replacement is also provided for employees who take time off to care for seriously ill grandparents, grandchildren, siblings and parents-in-law.

Under this program, employees are eligible to receive a percentage of their wages during their absence, up to a certain maximum per week. Workers who are covered by the State Disability Insurance (SDI) fund are eligible for the Paid Family Leave insurance program.

The Paid Family Leave insurance program is a wage replacement program. It is separate from the federal FMLA and California's family and medical leave laws, which govern the terms of employee family and medical leaves. More information on the Paid Family Leave insurance program is available on the [California Employment Development Department's website](#).

SPECIAL NOTE: The chart above addresses statewide laws. California counties, cities and towns have passed local laws that also require employee leave. Employers must comply with both local and statewide law where it applies.

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