



# Taking Time Off Work to Care for Your Family

Community Child Care Council (4C's) of Alameda County  
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If you're like most working parents, sometimes the demands of your job make it impossible to do what you need to do for your child. Something has to give!

Fortunately in California we have five laws that give many parents the right - and sometimes even financial support! - to take time off work to care for their families. These laws are on the books because parents like you campaigned to get them passed.

This campaign for working families' rights is still going strong. The next goal: a law to require California employers to give employees a certain number of paid sick days a year. You can get involved and help this campaign succeed (see other side).



## PREGNANCY DISABILITY LEAVE

You may have the right to take a leave from your job and return to the same (or a similar) job.

**Who can get it:** Women who work for an employer with 5 or more employees

**When you can use it:** When you are not able to do your job because of health conditions related to pregnancy or childbirth — or if you need time off for prenatal care

**How much time:** Up to 4 months

**Financial support:** If you are covered by the State Disability Insurance Program you are also eligible for temporary disability insurance benefits while you are on leave. These pay about 55% of your salary up to a maximum of \$987 (as of 2010).

## FAMILY AND MEDICAL LEAVE: TIME OFF TO CARE FOR A SICK FAMILY MEMBER OR BOND WITH A NEW BABY

You may have the right to take a leave from your job and return to the same (or a similar) job, under the federal Family and Medical Leave Act and the California Family Rights Act.

**Who can get it:** People who work for a company that has 50 or more employees within 75 miles. The person must also have worked at least one year and worked at least 1,250 hours in the past year.

**When you can use it:** When you have a new baby or newly adopted or foster child, or when you need to take care of a seriously ill family member. The bonding leave has to be used within 12 months of the child coming into your home. If you take pregnancy disability leave, you can take this leave after that one ends.

**How much time:** Up to 12 weeks in any one year

**Financial support:** These laws just guarantee that you can get your job back. But you can get some financial support under the next law (see other side).

## PAID FAMILY LEAVE: INCOME WHILE YOU'RE ON FAMILY LEAVE

You can get partial pay while you're out on family leave.

**Who can get it:** Employees who pay into State Disability Insurance.

**When you can use it:** When you're out on family leave to bond with a new child or care for a seriously ill family member.

**How much time:** up to 6 weeks of partial pay.

**Financial support:** 55% of your wages, up to a maximum of \$987 a week (as of 2010).

## SICK LEAVE FOR FAMILY CARE

You are entitled to use half of the sick leave you earn each year to care for sick family members.

**Who can get it:** Full or part-time employees who have earned sick leave on their job.

**When you can use it:** When you have a sick child, parent, spouse, or domestic partner.

**How much time:** Up to half the sick days you earn in a year.

**Financial support:** If your employer provides paid sick leave, this leave is paid. If not, it is unpaid.

## GET INVOLVED!

### Campaign for Working Families' Rights.

The California Work and Family Coalition is a diverse coalition of advocates, community groups, and labor unions that promotes family friendly workplace policies for California's working families through policy work and grassroots activism. To find out more, go to [www.working-families.org](http://www.working-families.org) or call (510) 643-7088.

### Work for paid sick days for Californians.

Assembly member Fiona Ma has introduced a bill in the California legislature that would require employers to provide a certain number of paid sick days. Find out more at [www.paidicksdaysca.org](http://www.paidicksdaysca.org).

## TIME OFF TO ATTEND SCHOOL ACTIVITIES

Your employer must allow you to take time off work to participate in activities at your child's school.

**Who can get it:** Parents who work for an employer with 25 or more employees at the same location.

**When you can use it:** When you want to participate in activities in your child's elementary, middle, or high school or licensed child care facility. School activities include field trips, parent-teacher conferences, and graduations.

**How much time:** Up to 40 hours each year, but no more than 8 hours per month.

**Financial support:** The employer does not have to pay you for the hours you take off.



### For more information:

Call the Work and Family Hotline at 800-880-8047 or check [www.paidfamilyleave.org](http://www.paidfamilyleave.org)  
[www.working-families.org/organize/factsheets.html](http://www.working-families.org/organize/factsheets.html)  
[www.paidfamilyleave.org](http://www.paidfamilyleave.org)  
[www.edd.ca.gov](http://www.edd.ca.gov)