



LEAVE LAWS & COVID-19

FAMILY MEDICAL LEAVE ACT (FMLA)

Provides 480 hours/12 weeks of unpaid protected leave

Qualifiers:

Worked with the City for at least twelve months and Worked 1250 hours in the preceding twelve-month period

Reasons for leave:

Serious health condition of employee
To care for an eligible family member with a serious health condition:
Spouse, Child, Parent, Prenatal care, bonding with newborn, and birth or placement for adoption or foster care of a child.

CALIFORNIA FAMILY RIGHTS ACT (CFRA)

Provides 480 hours/12 weeks of unpaid protected leave

Qualifiers:

Worked with the City for at least twelve months and Worked 1250 hours in the preceding twelve-month period

Reasons for leave:

Serious health condition of employee; To care for an eligible family member with a serious health condition:
Spouse, Child, Parent, Domestic Partner, Domestic Partner's child; Prenatal care, bonding with newborn, and birth or placement for adoption or foster care of a child. **Beginning January 1, 2021** expands family members: Adult children (age 18+) with a serious health condition, Grandparents, Grandchildren, Siblings

PREGNANCY DISABILITY LEAVE (PDL)

Provides an employee with up to 4 months of job and benefits protected leave for any period of time the employee is disabled due to pregnancy.

Qualifiers:

The employee must be disabled by her pregnancy, the childbirth, or a related medical condition.

An employee is entitled to Pregnancy Disability Leave (PDL) immediately after they are hired.

Reasons for leave:

PDL used in conjunction with the FMLA and CFRA



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FAMILIES FIRST CORONAVIRUS RESPONSE ACT (FFCRA)

The Families First Coronavirus Response Act (FFCRA) effective April 1, 2020 through December 31, 2020 provided employees with Emergency Paid Sick Leave (EPSL) and Emergency FMLA/FMLA+ for COVID-19 related leaves.

FMLA+ provides 480 hours/12 weeks of paid leave to care for the employee's child if their school or place of care has been closed or their childcare provider is unavailable due to COVID-19 related reasons. If you've taken FMLA leave within the past 12-month period, this leave may count towards your entitlement of the FMLA leave. An employee qualifies after one month of employment.

EPSL provides 80 hours/2 weeks of paid leave due to the employee's own or a qualifying family member's health concerns COVID-19 related health issues. All City employees are immediately eligible for this leave.

QUESTIONS?

For more information about these leaves visit our website at the link below and contact your Human Resources Analyst below.

Website

<https://www.smgov.net/Departments/HR/Benefits/FMLA/CFRA/PDL.aspx>

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