

SB XX
New Parent Leave Act
Senator Jackson

SUMMARY

The New Parent Leave Act would provide up to three months of job protected maternity and paternity leave for almost all California employees.

BACKGROUND

Under current law, a new parent who works for a large employer (50 or more employees) has a right to up to three months of job protected parental leave.

When an employee works for a small employer (5-49 employees), new birth mothers are able to take 6-8 weeks to recover from the birth of their child without fear of losing their job. However, new birth fathers and new adoptive parents working for an employer of the same size have no right to job protected leave when a new baby comes into their lives.

PROBLEM

While California's worker funded Paid Family Leave program provides employees with partial wage replacement while caring for a new child, many employees are unable to use this benefit for fear of losing their jobs. In fact, a 2011 field poll found that almost 2 out of 5 employees who were eligible to use PFL, but did not apply for the benefit, chose not to because they feared

losing their job or other negative consequences at work.

SOLUTION - NEW PARENT LEAVE

This legislation ensures that millions of California workers who have been paying into the Paid Family Leave insurance program are able to use this benefit for parental leave without risk of losing their job. No one should have to choose between the wellbeing of their new child and their family's financial security.

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