

# CALIFORNIA

## California Updates Employee Leave Law Poster

Provided to you by **Employco USA, Inc.**

The California Civil Rights Department has updated the workplace [poster](#) for family and medical leave and pregnancy disability leave.

### Family and Medical Leave

The California Family Rights Act (CFRA) requires employers with at least five employees to allow eligible employees to take unpaid, job-protected leave of up to 12 weeks annually to care for themselves or their family members with a serious health condition or to bond with a new child.

### Pregnancy Disability Leave

The California Fair Employment and Housing Act (FEHA) requires employers with at least five employees to provide employees disabled by pregnancy with up to four months (more in some cases) of unpaid, job-protected leave.

### Employer Notice and Posting Requirements

For both CFRA and pregnancy disability leave, employers must:

- Post a workplace notice about the leave;
- Include the notice in any employee handbook. For pregnancy disability leave, employers may instead distribute the notice to employees annually; and
- Provide a translation of the notice in every language spoken by at least 10% of the workforce if 10% of the workforce at any facility has a language other than English as their spoken language.

There are additional notice requirements for pregnancy disability leave:

- Employers must give employees a copy of the appropriate notice as soon as practicable after the employee tells the employer of their pregnancy or sooner if the employee inquires about reasonable accommodation, transfer or pregnancy disability leave; and
- Employers must make a reasonable effort to give either verbal or written notice of leave in the appropriate language to any employee whom the employer knows is not proficient in English and for whom written notice previously has not been given in their primary language once the employer knows the employee is pregnant.

### Highlights

- California has updated its workplace notice for family and medical leave and pregnancy disability leave.
- Family and medical leave requirements are part of the CFRA.
- Pregnancy disability leave requirements are part of the FEHA.

***Employers must comply with notice and posting requirements under the CFRA and FEHA.***