



## Extension of Job-Protected Family Leave in California

September 17, 2020 - If you are a small/mid-size California employer with less than 50 employees, Governor Newsom just signed a bill into law that requires you to provide job-protected leave to your employees. As background, the FMLA and the CFRA provide specified employees with up to 12 weeks of job-protected leave for a variety of reasons. Historically, these laws have only applied to employers with 50 or more employees within a 75 mile radius. However, California has been reducing that employee threshold over the last few years. If you recall, in January 2018, California passed the New Parent Leave Act which extended CFRA protections to smaller employers with between 20 and 49 employees. It required such employers to provide 12 weeks of job-protected leave to employees to bond with a new child.

Under SB1383, California employers with just **five or more** employees will be required to provide job-protected leave not only for employees to bond with a newborn, but also to care for a seriously ill family member, address a military exigency, and care for their own illness.

Smaller employers will need to update their employee handbook and procedures to ensure that they have a policy to provide and administer such leaves appropriately.

[Governor Newsom's Press Release](#)

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