

California's Paid Family Leave Law and FTDI Benefits - 5th Edition

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The landmark legislation authorizing paid family leave (“PFL”) benefits for California workers has been amended. The California PFL law is the first legislation of its kind in the nation and requires employers to notify new and existing employees of their legal rights. It also requires employers to implement measures to comply with their new obligations. Employers must understand the circumstances under which employees can take time off from work and employee benefit rights. Many employers address these issues and employee notification obligations in their employee handbooks.

In this publication, Attorney Richard J. Simmons of Sheppard, Mullin, Richter & Hampton LLP examines the provisions of the law and changes in detail. He addresses the qualifying events, benefit provisions, relationship between the **new paid leave benefit rules** and other **leaves of absence laws**, the ability to require employees to use vacation leave, the notification rules, and the proactive steps that employers should evaluate. The publication will assist employers to address their responsibilities under the law. Among the subjects discussed in the publication are the following:

- **Qualifying Events**
- **Eligibility Period**
- **Use of Vacation Leave**
- **Notification Rules**
- **Limitations on Benefits**

- **Domestic Partner Rules**
- **Checklist for Employers**
- **Impact on CFRA Leave**
- **Staffing Issues**
- **Leave of Absence Issues**

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