

Pregnancy Disability Leave Amendments

Amendments to California's Fair Employment and Housing Act (FEHA) regulations have been approved and will take effect on April 1, 2016. The amended regulations include clarifications regarding pregnancy disability leave, as well as changes to the mandatory pregnancy disability leave poster requirement – "Your Rights and Obligations as a Pregnant Employee." California's pregnancy disability leave laws apply to any employer with five or more full-time or part-time employees and to all California public sector employers.

Required Notice

Covered employers are required to post a specific notice to employees explaining their rights and obligations regarding pregnancy, childbirth or related medical conditions. The notice includes information about:

- An employee's right to request reasonable accommodation, transfer or pregnancy disability leave.
- An employee's obligations to provide adequate advance notice.
- The employer's requirement, if any, that the employee provide medical certification of the need for pregnancy disability leave, reasonable accommodation or transfer.

The revised notice will be required for covered California employers beginning April 1, 2016.

For more information on the amendment or information about employment notices we invite you to visit the Fair Employment and Housing Council's website, dfeh.ca.gov/FEHCouncil.htm.

DISCLAIMER

This material is presented with the understanding that the author is providing basic information only, and assumes no liability whatsoever in connection with its use. Tax laws are constantly changing, are subject to differing interpretations, and the facts and circumstances in any particular situation may not be the same as those presented here. Therefore, we urge you to do additional research and make sure that you are fully informed and knowledgeable before using the information contained herein.