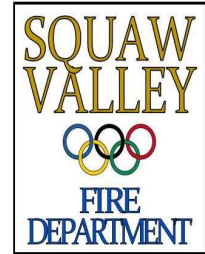




**SQUAW VALLEY  
PUBLIC SERVICE DISTRICT**



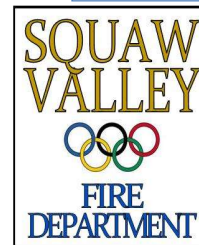
**PERSONNEL COMMITTEE AGENDA**

MONDAY, FEBRUARY 24<sup>TH</sup>, 2020 AT 3:00 P.M.  
305 SQUAW VALLEY ROAD, ROOM 212, OLYMPIC VALLEY, CA

In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact the Board Secretary at 530-583-4692 at least 24 hours preceding the meeting.

The public will be allowed to speak on any agenda item as it is considered, which may not be taken in the order stated herein. Times are approximate only. The Committee may make recommendations on any item to the Squaw Valley Public Service District Board of Directors.

- A. Call to Order.**
- B. Public Comment.**  
Any person may briefly address the Committee on any subject matter within the jurisdiction of the Committee that does not appear elsewhere on the Agenda.
- C. Parental Leave Laws and Policies.**
- D. Adjourn.**



# SQUAW VALLEY PUBLIC SERVICE DISTRICT

## PARENTAL LEAVE LAWS AND POLICIES

**DATE:** February 25, 2020

**TO:** District Board Members

**FROM:** Mike Geary, General Manager; Jessica Grunst, HR Specialist and Account Clerk II

**SUBJECT:** State, Federal and District Parental Leave Laws and Policies

**BACKGROUND:** In response to the Board's request, staff has compiled information summarizing the key elements of the State, Federal and District policies related to parental leave. This material serves to inform the Board of the many policies which are applicable to new and expecting parents.

**DISCUSSION:** Over many years, the District has developed policies required by state and federal law and has even extended eligibility of some programs for which District participation is not required.

The myriad programs to assist expecting parents include:

- Family & Medical Leave Act (FMLA) (Federal)
- Pregnancy Disability Leave (California)
- State Disability Insurance (SDI) (California)
- Paid Family Leave (PFL) (California)
- Bonding Leave (California Family Rights Act (CFRA) & New Parent Leave Act (NPLA) (California)
- Family & Medical Leave Act (FMLA) (District)
- Paid Sick Leave, Vacation, Compensatory Time-Off (District)
- Time Off without Pay (District)

Many of these programs overlap and provide duplicative benefits. Employees and employers are challenged with how to use these benefits in concert with each other in a way that achieves the goals and objectives of the employee, as well as the District. These policies are generally flexible in how they can be utilized by the employee. For example, paid family leave (PFL) can be taken at once or intermittently.

Also, programs and policies are subject to change. Under Senate Bill 83, approved June 27, 2019, PFL will be extended from 6-weeks to 8-weeks starting July 1, 2020. Additionally, the Governor is late submitting a proposal to increase the duration of PFL to a full six months by 2021-22 (total duration if two parents claim PFL benefits).

**ALTERNATIVES:** This report is for information only and no action is requested of the Board.

**FISCAL/RESOURCE IMPACTS:** There are no fiscal impacts related to providing this information other than the staff time to research and compile the information. Of course, there are impacts associated with staff using parental leave but they have always been managed in response to the specifics of each employee's needs, as well as those of the District.

**RECOMMENDATION:** This report is for information only; no action is requested of the Board.

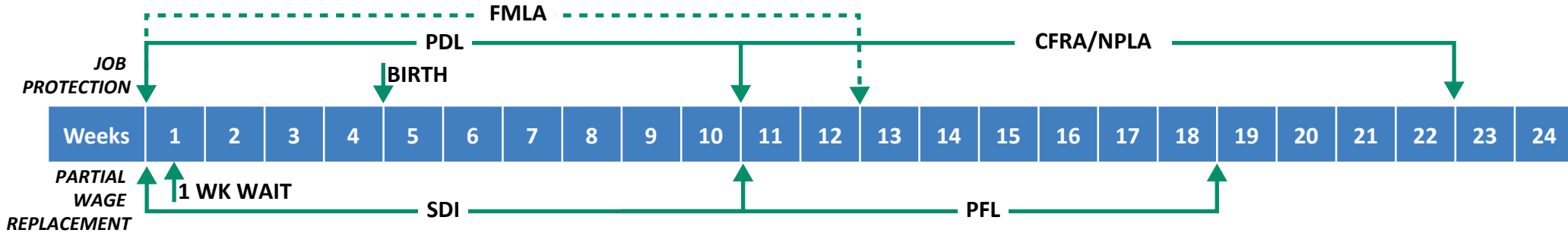
**ATTACHMENTS:** State, Federal and District Pregnancy Leave Laws and Policies.

**DATE PREPARED:** February 7, 2020



# State, Federal and District Pregnancy Leave Laws & Policies

Prepared February 6, 2020



Program	Duration	When?	Paid?	Job Protection?	Intermittent?	District Participation?
<b>Pregnancy Disability Leave (PDL)</b>	4 Weeks Prior to Birth + 6 Weeks (Natural Birth); 8 Weeks (Caesarian Section)	When Disability Occurs	No	Yes	Yes	Yes
<b>State/ CA Disability Insurance (SDI)</b>	4 Weeks Prior to Birth + 6 Weeks (Natural Birth); 8 Weeks (Cesarean Section)	When Disability Occurs	Paid – 60% through the State After 1 Week Waiting Period	No	Yes	Yes
<b>Paid Family Leave (PFL) (CA)</b>	6 Weeks increasing to 8 Weeks after 7/1/20	Anytime within 1 Year	Paid – 60% through the State	No	Yes	Yes
<b>Family &amp; Medical Leave (FMLA) (Federal)</b>	12 Weeks	At Start of any Leave, Runs Concurrently	No	Yes	Yes	Yes- Voluntary
<b>Bonding Leave: CA Family Rights Act (CFRA) &amp; New Parent Leave Act (NPLA)</b>	12 Weeks	Starts after PDL, Anytime within 1 Year	No	Yes	2-Week Blocks	CFRA- Yes- Voluntary NPLA - Yes
<b>Policy 2045 - FMLA</b>	12 Weeks	Unspecified	No	Yes	With GM Approval	Yes
<b>PP&amp;PM Division 6</b>	Accrued Paid Leave + Unpaid Time Off	As Desired & Approved	Varies	Yes	Yes	Yes