

# CFRA Leave

## California Family Rights Act

### What is CFRA leave?

CFRA provides eligible employees up to 12 weeks of unpaid job-protected leave for certain family and medical issues

# 10,293

EMPLOYMENT COMPLAINTS FILED WITH THE DFEH FOR CFRA VIOLATIONS IN 2020

### COVERED EMPLOYERS

# 5+

CFRA covers employers who employ five or more persons performing services for a wage or salary



SOURCES  
<https://calcivilrights.ca.gov/wp-content/uploads/sites/32/2022/01/2020-DFEH-Annual-Report.pdf>  
[https://leginfo.ca.gov/faces/codes\\_displaySection.xhtml?lawCode=GOV&sectionNum=12945.2](https://leginfo.ca.gov/faces/codes_displaySection.xhtml?lawCode=GOV&sectionNum=12945.2)

### EMPLOYEES ELIGIBLE FOR LEAVE

#### EMPLOYED 12+ MONTHS

EMPLOYED BY THE EMPLOYER FOR *AT LEAST* 12 MONTHS

#### WORKED 1250+ HOURS

WORKED *AT LEAST* 1250 HOURS DURING THE LAST 12 MONTHS

### BASIS FOR LEAVE

1

Birth of a child or placement of child for adoption or foster care

2

Serious health condition of a child, parent, grandparent, grandchild, sibling, spouse, partner, or designated person

3

Serious health condition of the employee that makes them unable to perform the functions of their job

4

Emergency related to active duty of an employee's spouse, domestic partner, child, or parent

### REINSTATEMENT & BENEFITS



#### JOB POSITION

Employees have the right to be reinstated to the same or equivalent position on their return from CFRA leave

#### HEALTH COVERAGE

Employers must maintain employee health coverage during an employee's CFRA leave

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