



FMLA

12 weeks protected leave for serious health condition (including pregnancy/birth) for self/spouse/child/parent (must share with spouse if same employer and for birth or parent illness)

Employer: 50 employees within 75 miles of your workplace for at least 20 weeks out of the current or preceding year OR public agency (including public AND private schools)

Employee: worked a combined 12 months in a 7 year period and worked 1,250 hours in the year preceding leave.

Notice: 30 days notice to employer where leave is foreseeable – otherwise as soon as reasonably possible under circumstances.

SOL: 2 years. 3 if willful (failure to even try to comply with law).

Exhaustion: None

4455 Morena Blvd., Ste 213
San Diego, CA 92117
P: (619) 892-8422

CFRA

12 weeks protected leave for serious health condition or call to active duty military (including pregnancy/birth + pregnancy leave) for self/spouse/child/parent/grandparent/grandchild/sibling

Employer: 5 employees or government entity.

Employee: worked more than 52 weeks with employer and worked 1,250 hours in the preceding year (various ways to calculate preceding year – must be applied uniformly).

Notice: 30 days notice to employer where leave is foreseeable – otherwise as soon as reasonably possible under circumstances.

SOL: 1 year from Right to Sue letter from DFEH

Exhaustion: File with DFEH within 3 years of violation

7670 N. Port Washington Rd., Ste 105
Milwaukee, WI 53217
P: (414) 446-5331

WFMLA

2 weeks protected leave for serious health condition of self
2 weeks protected leave for Spouse/Child/Parent
6 weeks for birth or adoption (including pregnancy/birth) for self/spouse/child/parent

Employer: 50 employees or government entity.

Employee: worked 52 consecutive weeks with employer and worked 1,000 hours in the year preceding leave

Notice: 30 days notice to employer where leave is foreseeable – otherwise as soon as reasonably possible under circumstances.

SOL: 30 days

Exhaustion: File with WERD within 30 days of notice of violation

1117 State St
Santa Barbara, CA
F: (888) 509-8232