



**Glendale Teachers Association**  
3233 N. Verdugo Road, Glendale, CA 91208  
(818) 240-3924 Fax: (818) 249-0555  
[www.glendaleteachers.org](http://www.glendaleteachers.org)



## **New Parental Leave Law** **Effective January 1, 2017**

- Employees are now entitled to 12 weeks of paid leave with the birth of a child, or the placement of a child in connection with the adoption or foster care of a child
  - Employee first must exhaust all full-pay illness leave during the 12 weeks
  - Then must exhaust all half-pay (50%) illness leave
  - Then, if any remaining time is left of the 12 weeks, the employee will be paid at their half-pay rate
- Either parent can use the leave
- Leave can be taken anytime within the first year of the birth or placement of the child
- All twelve weeks do not have to be taken at the same time
- Runs concurrently with the 12 weeks of baby bonding time provided under the California Family Rights Act
- Does **not** run concurrently with Pregnancy Disability Leave