

Revised California Pregnancy Disability Leave & Family Leave Notices – To Be Posted April 1, 2016

MARCH 22, 2016

Beginning April 1, 2016, covered California employers are required, pursuant to the amended California Fair Employment and Housing Act regulations and the amended California Family Rights Act regulations, to post two amended workplace notices. The new postings replace the California Department of Fair Employment and Housing's "Notice A" and "Notice B" postings.

Pregnancy Disability Leave (PDL) Notice A: "Your Rights and Obligations as a Pregnant Employee"

The new "Your Rights and Obligations as a Pregnant Employee" poster describes the rights and obligations of pregnant employees. All California employers employing five or more employees must post the notice in a conspicuous place. Electronic posting is permitted, so long as the notice is posted in a conspicuous place where employees would tend to view it while working. In addition, employers are required to provide a copy of the notice to an employee who discloses that she is pregnant as soon as practicable.

California Family Rights Act (CFRA) Notice B: Family Care and Medical Leave (CFRA Leave) and Pregnancy Disability Leave

The CFRA regulations apply to California employers with 50 or more full-time or part-time employees and require covered employers to post a notice in the workplace explaining the CFRA's provisions.

The aforementioned posters are now available on the California Department of Fair Employment and Housing website, accessible [here](#). Both the PDL and CFRA regulations require employers to post translations of the notices in every language spoken by at least 10 percent of the workforce. In some cases, electronic posting of the notices may be sufficient if they are accessible and can be easily read by both employees and applicants.

California employers should consider reviewing all of their employment-related posters and notices to ensure compliance with these changing obligations. If you have any questions, please contact any of the Labor &

Employment Department attorneys listed on the next page, or your usual Winston & Strawn contact.

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