

January 14, 2025

MOTION BY SUPERVISOR JANICE HAHN

Protected Leave Programs Awareness Month

The County of Los Angeles (County) values its employees and recognizes their essential role as public servants. The County is committed to safeguarding employees' rights and ensuring they are informed about the benefits and services available to support them and their families. As part of this commitment, the County strictly adheres to federal and State regulations, including those related to protected leaves of absence under the Family and Medical Leave Act (FMLA), the California Family Rights Act (CFRA), California's Pregnancy Disability Leave (PDL), and other protected leave programs. These protections are designed to provide eligible employees with the necessary time off to address their own health needs and to care for the health and well-being of their family members. Protected leave options under FMLA and CFRA are also available for eligible County employees involved in adoption and foster care placement, including leave for pre-placement activities and bonding with a newly placed child. To promote awareness about this benefit, the Executive Office of the Board of Supervisors and the Department of Children and Family Services (DCFS) partnered to host a panel discussion aimed at educating County employees on the adoption and foster care placement process.

California has long been at the forefront of employee job protection and continues to introduce new programs in this area. Most recently, Assembly Bill 2499, the Victims of Violence

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Act, was amended to grant employees time off to care for family members who are victims of violence. The amended law allows employees to take up to 10 days of unpaid leave to seek specific services or relief if a family member is a victim of a qualifying act of violence. Additionally, employees are now permitted to take up to five days of unpaid leave to assist a family member who is a victim of a qualifying act of violence with different needs, including help with enrolling children in a new school or childcare facility. As of January 1, 2025, all eligible County employees may take Victims of Violence leave under these provisions.

The County is committed to ensuring its employees are fully informed about the various protected leave options available to them and how to access these benefits, in addition to ensuring that supervisors and managers Countywide understand their legal obligations and provide the necessary support to employees during their protected time away from work.

I, THEREFORE, MOVE that the Board of Supervisors:

1. Proclaim the month of February 2025 as “Protected Leave Programs Awareness Month” in Los Angeles County (County);
2. Instruct the Director of Personnel to continue promoting awareness, education, and advocacy initiatives related to protected leave policies and other family-friendly leave programs for employees and supervisors Countywide;
3. Instruct the Director of Personnel to host the Annual Protected Leaves Symposium during the Protected Leave Programs Awareness Month to enhance training and capacity-building for Protected Leave Coordinators Countywide;

4. Direct all Department Heads to support the effort by educating their employees, supervisors, and managers on the benefits of protected leave programs and how to access them when necessary; and
5. Encourage managers and supervisors Countywide to become familiar with the protected leave programs available to County employees under the law and to ensure they fulfill their responsibilities to assist employees in accessing and utilizing these benefits as needed.

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