

MOTION BY SUPERVISOR JANICE HAHN

AGN. NO.
January 6, 2026

Protected Leave Programs Awareness Month

Los Angeles (County) places the highest value on its workforce and acknowledges the vital contributions of its employees as dedicated public servants. The County remains steadfast in its commitment to protecting employee rights and ensuring that all staff are well-informed of the benefits, programs, and services available to support their personal well-being and that of their families.

In alignment with this commitment, the County maintains full compliance with all applicable federal and California State laws governing employee leave, including 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 statutory provisions are designed to provide eligible employees with the necessary time to address personal medical needs or to care for family members requiring support.

Furthermore, the County extends protected leave under FMLA and CFRA to eligible employees for purposes such as adoption, foster care placement, and circumstances involving a qualifying act of violence—ensuring that employees have the opportunity to focus on recovery and family care without jeopardizing their employment rights.

California has long been at the forefront of employee job protection and continues

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to introduce new programs in this area. Most recently, as of October 1, 2025, Assembly Bill 2499, the Victims of Violence Act, broadened the definition of a “qualifying act of violence.” The expanded definition now encompasses incidents of domestic violence, sexual assault, stalking, and other acts that cause or threaten bodily injury or death. Under this legislation, employees may utilize paid sick leave and job-protected unpaid leave for an expanded range of circumstances that include, but are not limited to, obtaining medical care, securing relocation, or enrolling a child in a new school as related to being a victim of such acts. The law further extends these protections to family members who are victims of qualifying acts of violence. Additionally, employers are now required to provide employees with written notice of their rights under the law and to engage in a good-faith interactive process to identify and implement reasonable accommodation(s) where applicable.

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 2026 as “Protected Leave Programs Awareness Month” in the County of Los Angeles.
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 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 on the benefits of protected leave programs and how to access them when necessary.
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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