



Protected Leaves Newsletter



Maintaining a Work-Life Balance

Balancing work, family, and personal well-being can be challenging, but taking protected leave when needed is crucial for your health. Protected leave allows you to manage personal responsibilities and support yourself and your loved ones without worrying about job security.



In this newsletter, we will discuss how taking leave to care for yourself or your family, when a qualifying event arises, can help you maintain a healthy work-life balance and thrive both at home and at work.

Importance of Using a Protected Leave to Support Self and Family

Taking a protected leave of absence allows you to prioritize your health, manage stress, and recover from illnesses to help you return to work in a better state of mind and body.



Protected leave can be used to care for family members during critical times, strengthening family bonds, and allowing for the essential emotional and physical support needed by your loved ones. By taking necessary time off, you can also help avoid burnout, promote a healthy work-life balance, and maintain your overall well-being in the long term. Prioritizing self-care and family needs ultimately benefits both you and the County of Los Angeles. Click [HERE](#) to learn why work-life balance is so important.

In addition to the Family and Medical Leave Act (FMLA), the California Family Rights Act, and Pregnancy Disability Leave protected leaves, there are a number of other types of leave to support you during challenging life events: [Bereavement Leave](#), [Reproductive Loss Leave](#), [Safe Leave](#), and [Organ Donor Leave](#).



These types of leave are designed to help employees navigate personal crises with the security of knowing they can take necessary time off without risking their jobs.



Mental Health and Protected Leave

Protected leave covers both physical and mental/emotional health conditions, allowing you to take time off when needed without worrying about jeopardizing your job. For more information, refer to this [Fact Sheet](#) about mental health conditions and FMLA, which explains when eligible employees can use FMLA leave for their own mental health condition or that of a family member.

To access additional emotional and mental health resources available to County employees and their family members, click [HERE](#).

In the next newsletter, we will explore protected leaves for parents, surrogacy, adoption, and foster parents.



Employee Quick Tips



[Proactive Planning When Taking a Protected Leave](#)

Supervisor Strategies



[Managing Workload and Team Engagement](#)