



Protected Leaves Newsletter



Taking Time to Care for Loved Ones

Taking time to care for those you love is essential, and it’s important to know that you have the right to take a leave of absence when they need you the most. Whether it’s taking time off to welcome a newborn, to care for a sick family member, or to help with caregiving needs, you have the opportunity to take a leave of absence to meet these needs.



In this newsletter, we will explore how taking a protected leave can support you during these critical moments, helping you balance your responsibilities at home and at work.



Leave Types for Caregivers

If you are a caregiver, it is important to know that there are various leave options available to help support you and your family during critical times. Both the Family and Medical Leave Act (FMLA) and the California Family Rights Act (CFRA) provide employees with job-protected leave to care for family members with serious health conditions.



Employees using protected leave for a family member’s serious health condition may do so all at once (continuously) or in short blocks of time (intermittently).

This table provides a general overview of the family leave options available to care for your family members under both FMLA and CFRA.



| FMLA | CFRA |
|---------------------------------|---------------------------------------|
| Care for Spouse | Care for Spouse or Domestic Partner |
| Care for Parent | Care for Parent or Parent-in-Law |
| Care for Child (adult or minor) | Care for Child (adult or minor) |
| Military Exigency | Care for Grandparent or Grandchild |
| Military Caregiver | Care for Sibling or Designated Person |
| | Military Exigency |

[Additional
Resources for
Caregivers](#)



The Sandwich Generation Explained

The “Sandwich Generation” refers to individuals who are simultaneously caring for their aging parents and their own children. Los Angeles County’s support for employees dealing with the demands of a sandwich generation at home begins with promoting a work culture that is understanding of an employee’s responsibilities beyond the office and ensuring that they have the opportunity to balance their competing demands. Here are [6 ways](#) the sandwich generation can plan for the future.

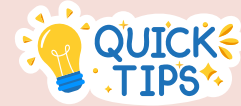


Military Caregiver Leave

Military families can find themselves facing great challenges, such as caring for an injured servicemember or veteran. Military caregiver leave allows an eligible employee who is the spouse, child, parent, or “next of kin” of a covered servicemember with a serious injury or illness to use up to a total of 26 workweeks of unpaid leave during a “single 12-month period” to provide care for the service member. Learn more [HERE](#).

Military Exigency Leaves

Check out one of our previously published protected leaves newsletters dedicated to [Military Exigency Leaves](#).



Employee Quick Tips



Family Matters - Kin Care Four-Minute Tutorial

Supervisor Strategies

Recertification Roadmap Four-minute Tutorial



We trust that the content presented in this newsletter series has been both engaging and valuable to you. Please remember that your Protected Leave Coordinator (PLC) is available to address any inquiries, concerns, or leave requests you may have. Do not hesitate to reach out to your PLC for assistance. If you are unsure of your designated contact, please click [HERE](#) or contact the DHR Protected Leave Team at:

ProtectedLeaves@hr.lacounty.gov.

If you missed any of the first three protected leave newsletters, please click on the images below to access them directly.

Week 1



Week 2



Week 3

