

TITLE 2, SECTIONS 7291.2 – 7291.16  
SEX DISCRIMINATION: PREGNANCY, CHILDBIRTH OR RELATED MEDICAL  
CONDITIONS

Proposed Amended Regulations, as adopted May 8, 2008  
and amended **August 24, 2010**

by the Fair Employment and Housing Commission

August 24, 2010 Amendments are indicated in yellow by italicized underlining or ~~strikeout~~

§ 7291.2 Definitions

The following definitions apply only to this subchapter:

- (a) ~~“Accrued leave,” as that term is used in Government Code section 12945, subdivision (b)(1), and section 7291.11, subdivision (a)(1)(A), is any right of an employee, accumulated over the course of his or her employment, to leave work for a period of time with monetary compensation from the employer.~~
- (b) (a) ~~“Affected by pregnancy,” as that term is used in section 7291.6, means that a woman is pregnant or has a related medical condition and that, because of pregnancy, her health care provider has certified that~~ because of pregnancy, childbirth or a related medical condition, it is medically advisable for her ~~an employee to transfer, in accordance with the provisions of section 7291.2, subdivision (d) or otherwise to be reasonably accommodated by her employer.~~
- (c) (b) ~~“Because of pregnancy” includes because of~~ means due to an employee’s actual or perceived pregnancy, childbirth or a related medical condition or because of an employer’s or other covered entity’s perception that a woman is pregnant or has a related medical condition.
- (d) ~~“Certification” means a written communication from the health care provider of the employee that either the employee is disabled due to pregnancy or that it is medically advisable for the employee to be transferred to a less strenuous or hazardous position or to less strenuous or hazardous duties.~~
- (1) ~~The certification indicating disability necessitating a leave should contain:~~
- (A) ~~The date on which the woman became disabled due to pregnancy;~~
- (B) ~~The probable duration of the period or periods of disability, and~~
- (C) ~~An explanatory statement that, due to the disability, the employee is unable to work at all or is unable to perform any one or more of the essential functions of her position without undue risk to herself, the successful completion of her pregnancy, or to other persons.~~

~~(2) The certification indicating the medical advisability of the transfer should contain:~~

~~(A) The date on which the need to transfer became medically advisable;~~

~~(B) The probable duration of the period or periods of the need to transfer; and~~

~~(C) An explanatory statement that, due to the woman's pregnancy, the transfer is medically advisable.~~

~~(e)~~ (c) "CFRA" means the Moore-Brown-Roberti Family Rights Act of 1993. (California Family Rights Act, Gov. Code §§12945.1 and 12945.2.) "CFRA leave" means family care or medical leave ~~taken pursuant to CFRA~~ as those leaves are defined at section 7297.0.

~~(f)~~ (d) A "covered entity" is any person (as defined in Government Code section 12925, subdivision (d)), labor organization, apprenticeship training program, training program leading to employment, employment agency, governing board of a school district, licensing board or other entity to which the provisions of Government Code sections 12940, 12943, 12944 or 12945 apply.

~~(g)~~ (e) ~~A woman~~ An employee is "disabled by pregnancy" if, in the opinion of her health care provider, she is unable because of pregnancy ~~to work at all or is unable~~ to perform any one or more of the essential her job functions of her job or to perform any of these functions without undue risk to herself, ~~the~~ to her pregnancy's successful completion of her pregnancy, or to other persons. The term "essential functions" is defined in Government Code section 12926, subdivision (f). ~~For purposes of this subdivision, a woman is~~ An employee also may be considered to be "disabled by pregnancy" if, in the opinion of her health care provider, she is suffering from severe "morning sickness" or needs to take time off for: prenatal or postnatal care; bed rest; gestational diabetes; pregnancy-induced hypertension; preeclampsia; postpartum depression; childbirth; or loss or end of pregnancy; or recovery from childbirth, loss or end of pregnancy stillbirth or miscarriage. The preceding list of conditions is intended to be non-exclusive and illustrative only. Protections under this law do not include any condition that may occur prior to conception.

~~(h)~~ (f) "Employer," as used in these regulations, except for section 7291.3, is any employer with five or more full or part time employees, who is an employer within the meaning of Government Code section 12926, subdivision (d), and section 7286.5, subdivision (a), of these regulations. ~~"Employer" includes "non-Title VII employers" and "Title VII employers," as those terms are defined below.~~ "Employer" includes the state of California, counties, and any other political or civil subdivision of the state and cities, regardless of the number of employees. ~~The terms "all employers" and "any employer" refer to employers covered by the FEHA.~~

~~(1) A “non-Title VII employer” is any employer with five to 14 employees who is not subject to any provision of Title VII of the federal Civil Rights Act of 1964, 42 U.S.C. section 2000e, et seq.~~

~~(2) A “Title VII employer” is any employer with 15 or more employees who is also subject to any provision of Title VII of the federal Civil Rights Act of 1964.~~

~~(i) (g) “Employment in the same position” means employment in, or reinstatement to, the original position that an employee held before being transferred and/or taking a disability leave, or both, reasonable accommodation, transfer, or a disability leave, because of pregnancy.~~

~~(j) (h) “Employment in a comparable position” means employment in a position which is virtually identical to the employee’s original position held prior to reasonable accommodation, transfer, or disability leave in terms of pay, benefits, and working conditions, including privileges, perquisites, and status. It must involve the same or substantially similar duties and responsibilities, which must entail substantially equivalent skill, effort, responsibility, and authority. It must be performed at the same or geographically proximate worksite from where the employee was previously employed the employee’s prior position. It ordinarily means the same shift or the same or an equivalent work schedule.~~

~~(k) (i) “FMLA” means the federal Family and Medical Leave Act of 1993, 29 U.S.C. §2601, et seq., and its implementing regulations, 29 CFR Code of Federal Regulations, Part 825, issued January 6, 1995. “FMLA leave” means family care or medical leave taken pursuant to FMLA.~~

~~(l) (j) “Four months;” as that term is used in Government Code section 12945, subdivision (b)(2), means the number of days the employee would normally work within four calendar months (one-third of a year equaling 17.3 weeks or 122 days), if the leave is taken continuously, following the commencement date of taking a pregnancy disability leave. (See also section 7291.7, subdivision (a)(1).) If an employee’s schedule varies from month to month, a monthly average of the hours worked over the four months prior to the beginning of the leave period would be used for calculating the employee’s normal work month.~~

~~(m) (k) “Health Care Provider” means either:~~

~~(1) an individual holding either a physician’s and surgeon’s certificate issued pursuant to Article 4 (commencing with Section 2080) of Chapter 5 of Division 2 of the Business and Professions Code or an osteopathic physician’s and surgeon’s certificate issued pursuant to Article 4.5 (commencing with Section 2099.5) of Chapter 5 of Division 2 of the Business and Professions Code, or any other individual duly licensed as a physician, surgeon, or osteopathic physician or surgeon in another state or jurisdiction, including another country, who directly treats or supervises the treatment of the pregnancy, childbirth or related medical condition, or~~

(1) A medical or osteopathic doctor, physician, or surgeon, licensed in California, or in another state or country, who directly treats the employee or supervises the treatment of the pregnancy, childbirth or a related medical condition, or

(2) any other persons, including nurse practitioners, nurse midwives, licensed midwives, clinical psychologists, clinical social workers or others who meet the definition of “others capable of providing health care services” under FMLA and its implementing regulations, or -

(3) A health care provider from whom an employer or a group health plan’s benefits manager will accept medical certification of the existence of a health condition to substantiate a claim for benefits.

~~(n) A “normal pregnancy, childbirth or related medical condition” is a pregnancy or childbirth that in the opinion of the woman’s health care provider involves neither high risk nor complications.~~

(l) “Intermittent leave” means leave taken in separate periods of time because of pregnancy, rather than for one continuous period of time, and may include leave for periods from one hour or more to several weeks. An employer may *limit account for increments of intermittent* leave *increments using an increment no greater than* ~~to~~ the shortest period of time that the employer’s *payroll system* uses to account for *absences or* use of *other forms of* leave, *provided it is not greater than one hour. For example, if an employer accounts for sick leave in 30-minute increments and vacation time in one-hour increments, the employer must account for pregnancy disability leave in increments of 30 minutes or less. If an employer accounts for other forms of leave in two-hour increments, the employer must account for pregnancy disability leave in increments no greater than one hour.* Examples of intermittent leave include leave taken on an occasional basis for medical appointments, or leave taken several days at a time over a period of several months for purposes related to pregnancy, childbirth or a related medical condition.

(m) “Medical certification” means a written communication, *as specified in section 7291.17, subdivisions (b)(6) and (b)(7)*, from the health care provider of the employee to the employer stating that one of these conditions applies: the employee is disabled because of pregnancy; *or* it is medically advisable for the employee to be transferred to a less strenuous or hazardous position or duties or otherwise to be reasonably accommodated.

~~(n)~~ (n) “Pregnancy disability leave” is any leave, whether paid or unpaid, taken by an employee, for any period(s) up to a total of four months during which she is disabled by pregnancy.

(o) “Reasonable accommodation” because of pregnancy, may include, but is not limited to an employer:

(1) modifying work practices;

(2) modifying work duties;

(3) modifying work schedules to permit earlier or later hours;

(4) acquiring or modifying equipment or devices, and other similar actions;

(5) providing more frequent rest breaks, including, *but not limited to,* breaks to eat to mitigate “morning sickness,” *to use the restroom, and to express breast milk, in circumstances where regularly scheduled breaks are inadequate;*

(6) providing a rest area;

(7) modifying lifting requirements; and

(8) allowing an employee to sit rather than stand or otherwise to alter her physical work requirements to better accommodate her pregnancy.

(p) “Reduced work schedule” means permitting an employee to work less than the usual number of hours per work week, or hours per work day.

~~(p)~~ (q) A “related medical condition” is any medically recognized physical or mental condition that is related to pregnancy or childbirth pregnancy, childbirth or recovery from pregnancy or childbirth. This term *also* includes, *but is not limited to, lactation; gestational diabetes; pregnancy-induced hypertension; preeclampsia; post-partum depression, loss or end of pregnancy; stillbirth, miscarriage,* or recovery from *loss or end of pregnancy stillbirth or miscarriage.* This term is not the same as the term “medical condition” defined in Government Code section 12926, subdivision (h), which means any health impairment related to or associated with a diagnosis of cancer, for which a person has been rehabilitated or cured, based on competent medical evidence.

~~(q)~~ (r) “Transfer,” as that term is used throughout these regulations, refers to reassigning temporarily the transfer of an employee because of pregnancy to a less strenuous or hazardous position or to less strenuous or hazardous duties.

Authority Cited: Government Code section 12935, subd. (a).

Reference: Government Code sections 12926, subd. (d), 12940, 12943, 12944, 12945; Stats. 1999, c. 591 (AB 1670); Stats. 2004, c. 647 (AB 2870); Family and Medical Leave Act, (FMLA) 29 U.S.C. §2601, et seq. and FMLA regulations, Code of Federal Regulations, tit. 29, part 825, issued January 6, 1995 (hereafter, 29 CFR 825); Title VII of the federal Civil Rights Act of 1964, 42 U.S.C. §2000e; *J. E. Robinson v. Fair Employment & Housing Com.* (1992) 2 Cal. 4th 226.

### §7291.3 Prohibition Against Harassment

As set forth in Government Code sections 12926, subdivision (p), and 12940, subdivision (j)(1), it is an unlawful employment practice for any employer with one or more employees or other covered entities to harass an employee or applicant because of pregnancy.

Authority Cited: Government Code section 12935, subd. (a).

Reference: Government Code sections 12926, subd. (p), 12940, subd. (j).

### § 7291.4 No Eligibility Requirements

There is no eligibility requirement, such as minimum hours worked or length of service, before an employee affected or disabled by pregnancy is eligible for reasonable accommodation, transfer, or disability leave.

Authority Cited: Government Code section 12935, subd. (a).

Reference: Government Code sections 12945, subds. (a) - (c).

### § 7291.4 § 7291.5 Responsibilities of Covered Entities Other than Employers

Unless a permissible defense applies, discrimination because of pregnancy by any covered entity other than employers constitutes discrimination because of sex under Government Code sections 12926, subdivision (p), 12940, subdivisions (b), (c), (d), (f), (g), (h), and (i), (j), and (k), 12943 and 12944.

Authority Cited: Government Code section 12935, subd. (a).

Reference: Government Code sections 12926, subd. (p), 12940, subdivisions (b), (c), (d), (f), (g), (h), and (i), (j), and (k), 12943, 12944, 12945, subd. (c); Stats. 1990, c. 15 (SB 1027), §2; Stats. 1999, c. 591 (AB 1670); Stats. 2004, c. 647 (AB 2870).

### § 7291.5 § 7291.6 Responsibilities of Employers

~~Discrimination by employers because of pregnancy constitutes discrimination because of sex under Government Code sections 12926, subdivision (o), and 12940, subdivisions (a), (d), (f), (g), (h), and (i).~~

#### (a) Employer Obligations

Except as excused by a permissible defense, it is unlawful for any employer, because of pregnancy of an employee or applicant, to:

- (1) refuse to hire or employ the applicant;
  - (2) refuse to select the applicant or employee for a training program leading to employment or promotion, ~~except for non Title VII employers, as set forth at subdivision (c), below;~~
  - (3) refuse to promote the employee;
  - (4) bar or to discharge the applicant or employee from employment or from a training program leading to employment or promotion;
  - (5) refuse to provide health benefits for pregnancy if the employer provides such benefits for other temporary disabilities, ~~except for non Title VII employers, as set forth at subdivision (d), below;~~
  - (6) discriminate against the applicant or employee in terms, conditions or privileges of employment, ~~except for non Title VII employers, as set forth at section 7291.11, subdivision (a)(1)(A), below;~~
  - (7) harass the applicant or employee because of pregnancy, as set forth in section 7291.3;
  - (8) retaliate, ~~as set forth in section 7291.14,~~ against the employee because of pregnancy or because that employee has exercised her right to reasonable accommodation, to transfer or to take a pregnancy disability leave ~~or transfer;~~
  - (9) refuse to provide reasonable accommodation for ~~accommodate~~ the employee who is temporarily disabled affected by pregnancy as set forth at section 7291.6 7291.7, below; ~~to the same extent that other temporarily disabled employees are accommodated under the employer's policy, practice or collective bargaining agreement;~~
  - (10) refuse to transfer the employee affected by pregnancy, as set forth at section 7291.6, 7291.8, below;
  - (11) transfer the employee against her wishes when there is no legitimate medical reason for the transfer which would protect the employee against undue risk to herself, to the successful completion of her pregnancy or to other persons;
  - ~~(11)~~ (12) refuse to grant the employee disabled by pregnancy a pregnancy disability leave, as set forth at section 7291.7, 7291.9, below; or
  - ~~(12)~~ (13) otherwise discriminate ~~otherwise~~ against the applicant or employee by any practice that is prohibited by Government Code section 12940, subdivisions (a) and (c) through ~~(4)~~; on the basis of sex.
- (b) Permissible defenses, as defined at section 7286.7, include a bona fide occupational qualification, business necessity or where the practice is otherwise required by law.

~~(c) Training Programs Leading to Promotion—Exception for non Title VII Employers~~

~~It is lawful for a non Title VII employer to refuse to select a pregnant employee for a formal training program leading to promotion if the employee is unable to complete the training program at least three months prior to the date, anticipated at the time she applies for the training program, on which she intends to depart on pregnancy disability leave.~~

~~(d) Provision of Medical Benefits—Exception for non Title VII Employers~~

~~A non Title VII employer with five to 14 employees is not required to provide its employees with health insurance coverage for the medical costs of pregnancy, childbirth, or related medical conditions even if the employer provides coverage for other temporary disabilities.~~

Authority Cited: Government Code section 12935, subd. (a).

Reference: Government Code sections 12926, subd. (o), 12940, subs. (a), (c) - (l), 12945, subs. (a), (b)(1), (d) and (e) (a) - (c); Stats. 1990, c. 15 (SB 1027), §2; Stats. 1999, c. 591 (A.B. 1670); Stats. 2004, c. 647 (A.B. 2870); Pregnancy Discrimination Act of 1978 (P.L. 95-555, 42 U.S.C. §2000e, §701(k)), an amendment to Title VII of the federal Civil Rights Act of 1964 (42 U.S.C. §2000e et seq.); *Cal. Federal Sav. and Loan Ass'n v. Guerra* 479 U.S. 272 [107 S.Ct. 683, 93 L.Ed.2d 613]; Cal. Code of Regs., tit. 2, §7286.7.

§ 7291.7 Reasonable Accommodation

(a) It is unlawful for an employer to deny the request *for reasonable accommodation made by* an employee affected by pregnancy if:

- (1) The employee's request is based on the *medical certification advice* of her health care provider that reasonable accommodation is medically advisable; and
- (2) ~~Such~~ *The employer has not demonstrated that the reasonable accommodation can be accomplished by the employer without* would produce "undue hardship," as defined at Government Code section 12926, subdivision (s).

(b) An employee taking reasonable accommodation, such as a change of work duties or job restructuring, shall not affect her independent right to take up to four months for a pregnancy disability leave. If the requested reasonable accommodation, however, involves a reduction in hours worked such as a reduced work schedule or intermittent leave, the employer may consider this as a form of pregnancy disability leave and credit the hours against the employee's four month leave *requirement entitlement*.

(c) *An employer may, but need not, have a policy that requires a medical certification substantiating the employee's need for reasonable accommodation, as set forth in sections 7291.16, subdivisions (a) and (b), and 7291.17, subdivision (b).*

Authority Cited: Government Code section 12935, subd. (a).

Reference: Government Code sections 12926, subd. (s); 12945, subds. (a), and (b)(1), Stats. 1999, c. 591 (A.B. 1670); Stats. 2004, c. 647 (A.B. 2870).

§ 7291.6 § 7291.8 Transfer

(a) Transfer - All Employers

(1) It is unlawful for an employer who has a policy, practice, or collective bargaining agreement requiring or authorizing the transfer of temporarily disabled employees to less strenuous or hazardous positions or duties for the duration of the disability, including disabilities or conditions resulting from on-the-job injuries, to refuse to transfer a pregnant employee an employee disabled by pregnancy on request.

(2) It is unlawful for an employer to deny the request of an employee affected by pregnancy to transfer provided that:

(4) (A) The employee's request is based on the certification advice of her health care provider that a transfer is medically advisable; and

(2) (B) Such transfer can be reasonably ~~accommodated~~ effected by the employer. ~~No employer is required to~~ To provide a transfer, an employer need not create additional employment that the employer would not otherwise have created, discharge another employee, violate the terms of a collective bargaining agreement, transfer another employee with more seniority, or promote or transfer any employee who is not qualified to perform the new job. ~~Nothing in these regulations is intended to prevent an employer from accommodating a~~ An employer may accommodate a pregnant employee's transfer request by transferring another employee, but there is no obligation to do so.

(C) An employer may, but need not, have a policy that requires a medical certification substantiating the employee's need for transfer, as set forth in sections 7291.16, subdivisions (a) and (b), and 7291.17, subdivision (b).

(b) Burden of Proof

The burden shall be on the employer to prove, by a preponderance of the evidence, that such transfer cannot be reasonably accommodated for one or more of the enumerated reasons listed in section 7291.6 7291.8, subdivision (a)(2).

(c) Transfer to Accommodate Intermittent Leave or a Reduced Work Schedule

~~If it is medically advisable for an employee to take intermittent leave or leave on a reduced work schedule and it is foreseeable based on planned medical treatment because of~~

~~pregnancy, the employer may require the employee to transfer temporarily to an available alternative position. If an employee's health care provider provides medical certification that an employee has a medical need to take intermittent leave or leave on a reduced work schedule because of pregnancy, the employer may require the employee to transfer temporarily to an available alternative position which meets the needs of the employee. The employee must meet the qualifications of the alternative position. This~~ The alternative position must have the equivalent rate of pay and hourly pay, benefits, the employee must be qualified for the position, and it must better accommodate recurring periods of leave the employee's leave requirements than the employee's her regular job. It does not have to have equivalent duties. Transfer to an alternative position may include altering an existing job to accommodate better the employee's need for intermittent leave or a reduced work schedule.

(d) Right to Reinstatement After Transfer

When the employee's health care provider certifies that there is no further medical advisability for the transfer, intermittent leave, or leave on a reduced work schedule, the employer must reinstate ~~her~~ the employee to her same or comparable position in accordance with the requirements of section ~~7291.10~~ 7291.9.

~~(e) No Eligibility Requirement~~

~~There is no length of service requirement before an employee affected by pregnancy is eligible for a transfer.~~

Authority Cited: Government Code sections 12935, subd. (a).

Reference: Government Code section 12945, subs. ~~(e)(1) and (2)~~ (b)(2) and (3); Stats. 1992, c. 907 (AB 2865), § 1; Stats. 1999, c. 591 (AB 1670); Stats. 2004, c. 647 (AB 2870); FMLA, 29 U.S.C. §2601, et seq. and FMLA regulations, 29 CFR 825. *DFEH v. Save Mart* (1992) FEHC Dec. No. 92-01 [1992-93 CEB 4].

§ ~~7291.7~~ 7291.9 Pregnancy Disability Leave

The following provisions apply to leave taken for disability because of pregnancy.

(a) Four-Month Leave Requirement for all Employers

All employers must provide a leave of up to four months, as needed, for the period(s) of time ~~a woman~~ an employee is actually disabled by pregnancy even if an employer has a policy or practice which provides less than four months of leave for other similarly situated temporarily disabled employees.

- (1) A "four month leave," ~~as that term is defined in section 7291.2, subdivision (1),~~ means time off for the number of days the employee would normally work within the four calendar months (one-third of a year, or 17.3 weeks or 122 days), following the

commencement date of taking a pregnancy disability leave. For a full time employee who works five eight-hour days per week, or 40 hours per week, “four months” means ~~88 working and/or paid eight hour days~~ 692 hours of leave entitlement, based on an average of ~~22 working days per month for~~ 17.3 weeks in four months times 40 hours per week.

(2) For employees who work more or less than five days a week, or who work on alternative variable work schedules, the number of working days which constitutes “four months” is calculated on a pro rata or proportional basis.

(A) For example, for an employee who works half time, “four months” ~~may mean 44 eight hour days or 88 four hour days,~~ or four months of whatever is the employee’s normal half time work schedule a four hour day, five days per week, or 20 hours per week, “four months” means 346 hours of leave entitlement. For an employee who normally works six eight-hour days in a week, or 48 hours per week, “four months” means ~~104 working and/or paid days~~ 830 hours of leave entitlement.

(B) If an employee takes leave on an intermittent leave or a reduced work schedule, only the amount of leave actually taken may be counted toward the four months of leave to which the employee is entitled. For example, if an employee misses two hours of work in a morning because of “morning sickness,” only two hours would be charged against her pregnancy disability leave entitlement.

(C) If a holiday falls within a week taken as a pregnancy disability leave, the week is nevertheless counted as a week of pregnancy disability leave. If, however, the employer’s business activity has temporarily ceased for some reason and employees generally are not expected to report for work for one or more weeks, (e.g., a school closing for two weeks for the Christmas/New Year holiday or summer vacation or an employer closing the plant for retooling), the days the employer’s activities have ceased do not count against the employee’s pregnancy disability leave entitlement.

(3) Although all pregnant employees are eligible for up to four months of leave, if that leave is taken in one period of time, taking intermittent or reduced work schedule throughout an employee’s pregnancy will differentially affect the number of hours remaining that an employee is entitled to take a pregnancy disability leave leading up to and after childbirth, depending on the employee’s regular work schedule.

(A) For example, a full-time employee, who normally works a 40-hour work week is entitled to 692 working hours of leave. If that employee takes 180 hours of intermittent leave throughout her pregnancy, she would still be entitled to take 512 hours, or 64 days of leave, or approximately three months leading up to and after her childbirth.

(B) In contrast, a part-time employee who normally works 20 hours per week (four hours per day, five days per week), would be entitled to 346 hours of leave. If that employee takes intermittent leave of 180 hours throughout her pregnancy, she

would be entitled to only 166 more hours of leave, or 41.5 days of leave, approximately two months of leave, leading up to and after her childbirth.

~~(2)~~ (4) Minimum Duration

Leave may be taken intermittently or on a reduced work schedule when medically advisable, as determined by the health care provider of the employee. An employer may limit leave account for increments of intermittent leave using ~~to~~ the shortest period of time that the employer's payroll system uses to account for ~~absences or use~~ other forms of leave, provided it is not greater than one hour, as set forth in section 7291.2, subdivision (1).

(b) Employers With More Generous Leave Policies

If an employer has a more generous leave policy for similarly situated employees with other temporary disabilities than is required ~~under section 7291.7, subdivision (a), above, for pregnancy purposes under these regulations,~~ the employer must provide ~~such the more~~ generous leave to employees temporarily disabled by pregnancy. If the employer's more generous leave policy exceeds four months, the employer's return policy after taking the leave would govern, not the return rights specified in these regulations.

~~(c)~~ No Eligibility Requirement

~~There is no length of service requirement before an employee disabled by pregnancy is entitled to a pregnancy disability leave.~~

(c) Denial of Leave is Unlawful Employment Practice

It is an unlawful employment practice for an employer to refuse to grant a pregnancy disability leave to an employee disabled by pregnancy

(1) who has provided the employer with reasonable advance notice of the medical need for the leave, and

(2) whose health care provider has ~~medically certified~~ advised that the employee is disabled by pregnancy. The employer may require medical certification of the medical advisability of the leave, as set forth in sections 7291.16, subdivisions (a) and (b), and 7291.17, subdivision (b).

Authority Cited: Government Code sections 12935, subd. (a).

Reference: Government Code sections 12940, subd. (a), 12945, subds. ~~(b)(2), (d) and (e)~~ (a) and (c); Stats. 1990, c. 15 (SB 1027), §2; Stats. 1999, c. 591 (AB 1670); Stats. 2004, c. 647 (A.B. 2870); FMLA, 29 U.S.C. §2601, et seq. and FMLA regulations, 29 CFR 825; *Cal. Federal Sav. & Loan Ass'n v. Guerra* (1987) 479 U.S. 272 [107 S.Ct. 683, 93 L.Ed.2d 613].

§7291.8 — Denial of Leave

~~(a) Unlawful Employment Practice~~

~~It is an unlawful employment practice for an employer to refuse to grant a pregnancy disability leave to an eligible employee.~~

~~(b) Burden of Proof~~

~~Denial of a request for pregnancy disability leave is established if the Department or the employee proves, by a preponderance of the evidence, the following elements:~~

- ~~(1) The employer was an employer under the FEHA with five or more employees.~~
- ~~(2) The employee was disabled by pregnancy.~~
- ~~(3) The request was reasonable.~~
- ~~(4) The employer denied the request for pregnancy disability leave.~~

~~(c) Reasonable Request~~

~~A request to take a pregnancy disability leave is reasonable if it complies with any applicable notice requirements, as specified in section 7291.10, and if it is accompanied, where required, by a certification, as that term is defined in section 7291.2, subdivision (d).~~

~~Authority Cited: — Government Code section 12935, subd. (a).~~

~~Reference: — Government Code section 12945, subd. (b)(2); FMLA, 29 U.S.C. §2601, et seq. and FMLA regulations, 29 CFR 825.~~

~~§ 7291.9~~ § 7291.10 Right to Reinstatement from Pregnancy Disability Leave

The following rules apply to reinstatement from any leave or transfer taken for disability because of pregnancy.

(a) Guarantee of Reinstatement

~~Upon granting the pregnancy disability leave or transfer, the employer shall guarantee to reinstate the employee~~ An employee who exercises her right to take a pregnancy disability leave is guaranteed a right to return to the same position, or, if *the employer is* excused by section ~~7291.9~~ 7291.10, subdivisions (c)(1)(A) or (c)(1)(B), to a comparable position, and *the employer* shall provide the guarantee in writing upon request of the employee. It is an unlawful employment practice for any employer, after granting a requested pregnancy

disability leave or transfer, to refuse to honor its guarantee of reinstatement unless the refusal is justified by the defenses below in subdivisions (c)(1) and (c)(2). If the employee takes intermittent leave or a reduced work schedule, only one written guarantee of reinstatement is required.

(b) Refusal to Reinstatement

(1) Definite Date of Reinstatement

Where a definite date of reinstatement has been agreed upon at the beginning of the leave or transfer, a refusal to reinstate is established if the Department or employee proves, by a preponderance of the evidence, that the leave or transfer was granted by the employer and that the employer failed to reinstate the employee by the date agreed upon to the same position or, where applicable to a comparable position, by the date agreed upon, as specified below in subdivisions (c)(1) and (c)(2).

(2) Change in Date of Reinstatement

If the reinstatement date differs from the employer's and the employee's original agreement ~~or if no agreement was made, a refusal to reinstate is established if the Department or employee proves, by a preponderance of the evidence, that the employer failed to~~ must reinstate the employee within two business days, where feasible, after the employee notifies the employer of her readiness to return, to the same, or, where applicable, to a comparable position, as specified below in subdivisions (c)(1) and (c)(2).

(c) Permissible Defenses – Employment Would Have Ceased

(1) Right to Reinstatement to the Same Position

An employee has no greater right to reinstatement to the same position or to other benefits and conditions of employment than ~~if the employee~~ those *rights* she would have had if she had been continuously employed in this position at work during the pregnancy disability leave or transfer period. This is true even if the employer has given the employee a written guarantee of reinstatement. A refusal to reinstate the employee to her same position or duties is justified if the employer proves, by a preponderance of the evidence, either of the following:

(A) That the employee would not otherwise have been employed in her same position at the time reinstatement is requested for legitimate business reasons unrelated to the employee taking a pregnancy disability leave or transfer (such as a layoff pursuant to a plant closure).

(B) That each means of preserving the job or duties for the employee (such as leaving it unfilled or filling it with a temporary employee) would substantially undermine the employer's ability to operate the business safely and efficiently.

## (2) Right to Reinstatement to a Comparable Position

An employee has no greater right to reinstatement to a comparable position or to other benefits and conditions of employment than an employee who has been continuously employed in another position that is being eliminated. If the employer is excused from reinstating the employee to her same position, or with the same duties, a refusal to reinstate the employee to a comparable position is justified if the employer proves, by a preponderance of the evidence, either of the following:

(A) That there is no comparable position available. A position is “available” if there is a position open on the employee’s scheduled date of reinstatement or within 10 working 60 calendar days thereafter for which the employee is qualified, or to which the employee is entitled by company policy, contract, or collective bargaining agreement.

(B) For an employer whose employee takes a pregnancy disability leave which does not qualify as a FMLA leave, that a comparable position is available, but filling the available position with the returning employee would substantially undermine the employer’s ability to operate the business safely and efficiently.

(3) If an employee is laid off during a pregnancy disability leave or transfer, for legitimate business reasons unrelated to her leave or transfer, the employer’s responsibility to continue the pregnancy disability leave or transfer, maintain group health plan benefits, and reinstate the employee ceases at the time the employee is laid off, provided the employer has no continuing obligations under a collective bargaining agreement or otherwise.

## (d) Right to Reinstatement to Job If Pregnancy Disability Leave Exceeds Four Months

If an employee disabled by pregnancy has taken a pregnancy disability leave for longer than four months, an employer must ~~treat grant~~ grant the employee ~~the same regarding~~ the same reinstatement rights ~~as it treats any~~ that are the same as any other similarly situated employee who has taken a similar length disability leave. For example, if the employer has a policy which allows reinstatement to other temporarily disabled employees who are disabled for six months, the employer must also allow reinstatement to ~~a woman~~ an employee disabled by pregnancy for six months. An employer and employee also may agree to a later date of reinstatement.

## (e) Right to Reinstatement to Job If CFRA Leave is Taken Following Pregnancy Disability Leave

At the expiration of a pregnancy disability leave, if an employee takes a CFRA leave for reason of the birth of her child, the employee’s right to reinstatement to her job is governed

by CFRA and not sections ~~7291.9, 7291.10~~, subdivisions (c)(1) and (c)(2), above. Under CFRA, an employer may reinstate an employee either to her same or a comparable job.

Authority Cited: Government Code sections 12935, subd. (a).

Reference: Government Code sections 12940, subd. (a), 12945, subds. ~~(b)(2) and (d)~~ (a) and (c); Stats. 1999, c. 591 (AB 1670); Stats. 2004, c. 647 (A.B. 2870); FMLA, 29 U.S.C. §2601, et seq. and FMLA regulations, 29 CFR 825; *Cal. Federal Sav. and Loan Ass'n v. Guerra* (1987) 479 U.S. 272 [107 S.Ct. 683, 93 L.Ed.2d 613].

~~§7291.10—Requests for Pregnancy Disability Leave or Transfer: Advance Notice; Certification; Employer Response~~

~~The following rules apply to any pregnancy disability leave or transfer.~~

~~(a) Advance Notice~~

~~(1) Verbal Notice~~

~~An employee shall provide at least verbal notice sufficient to make the employer aware that the employee needs a pregnancy disability leave or transfer, and the anticipated timing and duration of the leave or transfer.~~

~~(2) 30 Days Advance Notice~~

~~An employee must provide the employer at least 30 days advance notice before pregnancy disability leave or transfer is to begin if the need for the leave or transfer is foreseeable because of pregnancy. The employee shall consult with the employer and make a reasonable effort to schedule any planned medical treatment or supervision so as to minimize disruption to the operations of the employer. Any such scheduling, however, shall be subject to the approval of the health care provider of the employee.~~

~~(3) When 30 Days Not Practicable~~

~~If 30 days advance notice is not practicable, such as because of a lack of knowledge of approximately when leave or transfer will be required to begin, a change in circumstances, or a medical emergency, notice must be given as soon as practicable.~~

~~(4) Prohibition Against Denial of Leave or Transfer in Emergency or Unforeseeable Circumstances~~

~~An employer shall not deny a pregnancy disability leave or transfer, the need for which is an emergency or is otherwise unforeseeable, on the basis that the employee did not provide advance notice of the need for the leave or transfer.~~

~~(5) Employer Obligation to Inform Employees of Notice Requirement~~

~~An employer shall give its employees reasonable advance notice of any notice requirements which it adopts. The employer may incorporate its notice requirements in the general notice requirements in section 7291.16 and such incorporation shall constitute "reasonable advance notice." Failure of the employer to give or post such notice(s) shall preclude the employer from taking any adverse action against the employee, including denying pregnancy disability leave, for failing to furnish the employer with advance notice of a need to take pregnancy disability leave.~~

~~(6) Employer Response to Leave or Transfer Request~~

~~The employer shall respond to the leave or transfer request as soon as practicable and in any event no later than ten calendar days after receiving the request. The employer shall attempt to respond to the leave request before the date the leave is due to begin. Once given, approval shall be deemed retroactive to the date of the first day of the leave.~~

~~(b) Medical Certification~~

~~As a condition of granting a pregnancy disability leave or transfer, the employer may require medical certification, as defined in section 7291.2, subdivision (d), if the employer requires certification of other similarly situated employees. If the certification satisfies the requirements of section 7291.2, subdivision (d), the employer must accept it as sufficient. Upon expiration of the time period which the health care provider originally estimated that the employee needed, the employer may require the employee to obtain recertification if additional time is requested if the employer has similar requirements for other similarly situated employees.~~

~~(1) The employer may not ask the employee to provide additional information beyond that allowed by these regulations.~~

~~(2) The employer is responsible for complying with all applicable law regarding the confidentiality of any medical information requested.~~

~~(c) Release to Return to Work~~

~~As a condition of an employee's return from pregnancy disability leave or transfer, the employer may require that the employee obtain a release to "return to work" from her health care provider stating that she is able to resume her original job duties only if the employer has a uniformly applied practice or policy of requiring such releases from other similarly situated employees returning to work after a non-pregnancy related disability leave or transfer.~~

Authority Cited: ~~Government Code sections 12935, subd. (a).~~

Reference: ~~Government Code sections 12940, subd. (a), 12945, subd. (b)(2); FMLA, 29 U.S.C. §2601, et seq. and FMLA regulations, 29 CFR 825.~~

**§ 7291.11** Terms of Pregnancy Disability Leave

(a) Paid Leave

An employer is not required to pay an employee during a pregnancy disability leave ~~except:~~ unless the employer pays for other temporary disability leaves for similarly situated employees. An employee may be entitled to receive state disability insurance for a period of disability because of pregnancy and may check with the California Employment Development Department for more information.

~~(1) If the employer pays for other temporary disability leaves:~~

~~(A) A non-Title VII employer with five to 14 employees must pay an employee disabled by pregnancy only six weeks of accrued, paid leave for a normal pregnancy regardless of its paid leave policy for other disabled employees.~~

~~1) A “six week leave,” means the equivalent of six of the employee’s normally scheduled workweeks. For a full-time employee working five eight-hour days per week, this means 30 working and/or paid eight-hour days of leave entitlement. For employees who work less than full-time, or who work full-time but on alternative work schedules, the number of working days which constitutes “six weeks” is calculated on a pro-rata or proportional basis.~~

~~2) This exception does not apply to any employee disabled by pregnancy that is not normal as defined at section 7291.2, subdivision (n).~~

(b) Accrued Time Off

(1) Sick Leave

An employer may require an employee to use, or an employee may elect to use, any accrued sick leave during the otherwise unpaid portion of her pregnancy disability leave.

(2) Vacation Time and Other Accrued Time Off

An employee may elect, at her option, to use any vacation time or other accrued personal time off (including undifferentiated paid time off (“PTO”)) that for which the employee is otherwise eligible to take during the otherwise unpaid portion of the pregnancy disability leave.

(c) Other Benefits and Seniority Accrual

During the period of her pregnancy disability leave, the employee is entitled to accrual of shall accrue seniority and to participate in health plans, employee benefit plans, including, but not limited to, life, short-term and long-term disability or accident insurance, pension and retirement plans, stock options and supplemental unemployment benefit plans to the same extent and under the same conditions as would apply to any other unpaid disability leave granted by the employer for any reason other than a pregnancy disability.

- (1) If the employer's policy allows seniority to accrue when employees are on paid leave, such as paid sick or vacation leave, and/or unpaid leave, then seniority will accrue during any part of a paid and/or unpaid pregnancy disability leave, ~~consistent with the employer's policy.~~
- (2) The employee returning from a pregnancy disability leave shall return with no less seniority than the employee had when the leave commenced ~~for purposes of layoff, recall, promotion, job assignment, and seniority related benefits such as vacation.~~

(d) Employee Status

The employee shall retain employee status during the period of the pregnancy disability leave. The leave shall not constitute a break in service for purposes of longevity and/or seniority under any collective bargaining agreement or under any employee benefit plan. Benefits must be resumed upon the employee's reinstatement in the same manner and at the same levels as provided when the leave began, without any new qualification period, physical exam, ~~et cetera~~ or other qualifying provisions.

Authority Cited: Government Code sections 12935, subd. (a).

Reference: Government Code sections 12940, subd. (a), 12945, subds. (b)(1), (b)(2); Stats. 1999, c. 591 (AB 1670); Stats. 2004, c. 647 (A.B. 2870); FMLA, 29 U.S.C. §2601, et seq. and FMLA regulations, 29 CFR 825; Pregnancy Discrimination Act of 1978 (P.L. 95-555, 42 U.S.C. §2000e, §701(k)), an amendment to Title VII of the federal Civil Rights Act of 1964 (42 U.S.C. §2000e et seq.).

**§ 7291.12** Relationship Between Pregnancy Leave and FMLA Leave

(a) A Pregnancy Leave May Also Be a FMLA Leave

If the employer is a covered employer and the employee is eligible for leave under the federal Family Care and Medical Leave Act (FMLA), the employer may be able to count the employee's pregnancy disability leave under this subchapter, up to a maximum of 12 weeks, against her FMLA leave entitlement.

(b) FMLA Coverage

For more specifics on rights and obligations under FMLA, consult the FMLA regulations regarding family care and medical leave (Title 29, Part 825 of the Code of Federal Regulation).

~~(b) Pregnancy a “Serious Health Condition” under FMLA~~

~~Any period of incapacity or treatment due to pregnancy, including prenatal care, is included as a “serious health condition” under FMLA.~~

~~(c) Employer Obligation under FMLA to Continue Group Health Plan Benefits~~

~~During any part of the pregnancy disability leave which is also a FMLA leave, if the employer provides health benefits under any “group health plan,” the employer may have a FMLA obligation to continue providing such benefits.~~

~~(d) FMLA Coverage~~

~~In general, only employees working for employers with 50 or more employees are eligible to take a family care leave under FMLA. For more specifics on rights and obligations under FMLA, consult the FMLA regulations regarding family care and medical leave (Title 29, Part 825 of the Code of Federal Regulations, issued January 6, 1995).~~

(c) Employer Obligation under FMLA to Continue Group Health Plan Benefits

If the employer provides health benefits under any “group health plan,” the employer may have an obligation under FMLA to continue providing such benefits during any part of the pregnancy disability leave which is also a FMLA leave.

Authority Cited: Government Code sections 12935, subd. (a).

Reference: Government Code section ~~12940~~ 12945, subd. ~~(b)(2)~~ (a); Stats. 2004, c. 647 (A.B. 2870); FMLA, 29 U.S.C. §2601, et seq., and FMLA regulations, 29 CFR 825.

**§ 7291.13** Relationship Between CFRA and Pregnancy Leaves

(a) Separate and Distinct Entitlements

The right to take a pregnancy disability leave under Government Code section 12945, subdivision (b)(2), and these regulations is separate and distinct from the right to take a leave under the California Family Rights Act (“CFRA”), Government Code sections 12945.1 and 12945.2.

(b) “Serious Health Condition” - Pregnancy

An employee’s own disability due to pregnancy, childbirth or related medical conditions is not included as a “serious health condition” under CFRA.

(c) CFRA Leave after Pregnancy Disability Leave

At the end of the employee’s period(s) of pregnancy disability, or at the end of four months pregnancy disability leave, whichever occurs first, a CFRA-eligible employee may request to take CFRA leave of up to 12 workweeks for reason of the birth of her child, if the child has been born by this date. ~~There is no requirement that either the employee or child have a serious health condition in order for the employee to take CFRA leave. There is also no requirement that the employee no longer be disabled by her pregnancy before taking CFRA leave for reason of the birth of her child.~~

(1) There is no requirement that either the employee or child have a serious health condition in order for the employee to take CFRA leave for the birth of her child. There is also no requirement that the employee no longer be disabled by her pregnancy before taking CFRA leave for the birth of her child.

~~(1) (2) As provided in section 7297.6, subdivision (e)(1), where Where an employee has utilized four months of pregnancy disability leave prior to the birth of her child, and her health care provider determines that a continuation of the leave is medically necessary, an employer may, but is not required to, allow an eligible employee to utilize CFRA leave prior to the birth of her child. No employer shall, however, be required to provide more CFRA leave than the amount to which the employee is otherwise entitled under CFRA.~~

(d) Maximum Entitlement

The maximum ~~possible combined~~ statutory leave entitlement for ~~CFRA/FMLA~~ California employees, provided they qualify for CFRA, for both pregnancy disability leave (~~under FMLA and Government Code section 12945, subdivision (b)(2))~~ and CFRA leave for reason of the birth of the child and/or the employee’s own serious health condition is four months and 12 the working days in 29 1/3 workweeks. This assumes that the employee is disabled by pregnancy for four months (the working days in 17.3 weeks or 122 days) and then requests, and is eligible for, a 12-week CFRA leave for reason of the birth of her child.

~~(e) CFRA Coverage~~

~~In general, employers who are covered by CFRA and employees who are eligible to take CFRA leave are the same as under FMLA. For more specifics on rights and obligations under CFRA, consult the CFRA regulations (Cal. Code of Regs., tit. 2, §7297.0, et seq.).~~

Authority Cited: Government Code sections 12935, subd. (a).

Reference: Government Code section 12940, subd. (b)(2) (a); Stats. 2004, c. 647 (A.B. 2870); FMLA, 29 U.S.C. §2601, et seq., and FMLA regulations, 29 CFR 825.

#### §7291.14—Retaliation

~~In addition to the retaliation prohibited by Government Code section 12940, subdivision (f), and section 7287.8 of the regulations, it shall be an unlawful employment practice for any person to discharge, fine, suspend, expel, punish, refuse to hire, or otherwise discriminate against any individual, except as otherwise permitted in this subchapter, because:~~

~~(a) of the individual's pregnancy and/or~~

~~(b) because that individual has exercised her right to take a pregnancy disability leave or transfer and/or~~

~~(c) because that individual has given information or testimony regarding her pregnancy disability leave, in any inquiry or proceeding related to any right guaranteed under this subchapter.~~

~~Authority Cited: Government Code section 12935, subd. (a).~~

~~Reference: Government Code section 12940, subd. (f); California Code of Regulations, title 2, section 7287.8; FMLA, 29 U.S.C. §2601, et seq. and FMLA regulations, 29 CFR 825.~~

#### § 7291.14 Relationship Between Pregnancy Disability Leave and Leave of Absence as Reasonable Accommodation to Physical or Mental Disability – Separate and Distinct Rights

The right to take a pregnancy disability leave under Government Code section 12945, subdivision (a), and these regulations is separate and distinct from the right to take a leave of absence as a form of reasonable accommodation under Government Code section 12940, subdivision (m). At the end of an employee's pregnancy disability leave, an employee who has developed a physical or mental disability may be entitled to reasonable accommodation under Government Code section 12940, subdivision (m).

#### § 7291.15 Remedies

Upon determining that an employer has violated Government Code sections 12940, 12943, or 12945, the Commission may order any remedy available under Government Code section 12970, and section 7286.9 of the regulations. The remedy, however, for a violation of section 7291.16, subdivision (c)(2), ~~subdivision (b) 7291.14, subdivision (a)~~, (failure to provide notice) shall be an order that the employer provide such notice.

Authority Cited: Government Code sections 12935, subd. (a).

Reference: Government Code section 12970.

~~§7291.16—Notice of Right to Request Pregnancy Disability Leave or Transfer~~

§ 7291.16 Employer Notice to Employees of Rights and Obligations for Reasonable Accommodation, To Transfer and To Take Pregnancy Disability Leave

~~(a) Employers to Post Notice~~

(a) Employers to Provide Reasonable Advance Notice Advising Employees Affected by Pregnancy of Their FEHA Rights and Obligations

~~All An employers shall provide give its employees reasonable advance notice of employees' FEHA rights and obligations regarding pregnancy, childbirth or related medical conditions to their employees of the right to request pregnancy disability leave or transfer under the Fair Employment and Housing Act as specified as set forth below at section 7291.16, subdivisions (d) and (e) 7291.14, subdivisions (e) and (f), and as contained in "Notice A" and "Notice B", or their equivalents. Employers shall post the appropriate notice in a conspicuous place or places where employees tend to congregate. If the employer publishes an employee handbook which describes other kinds of temporary disability leaves or transfers available to its employees, that employer shall include a description of pregnancy disability leave or transfer in the next edition of its handbook which it publishes following adoption of these regulations. If an employer qualifies as a CFRA employer, the employer may include both pregnancy disability leave and CFRA leave requirements in a single notice. An employer is also required to give an employee a copy of the appropriate notice as soon as practicable after the employee tells the employer of her pregnancy or sooner if the employee inquires about pregnancy disability leaves or transfers.~~

~~(b) Employers to Give Notice~~

~~Employers are also encouraged to give a copy of the notice to each current and new employee, ensure that copies are otherwise available to each current and new employee, and disseminate the notice in any other way.~~

(b) Content of Employer's Reasonable Advance Notice

An employer shall provide its employees with information about:

- (1) an employee's right to request reasonable accommodation, transfer, or pregnancy disability leave;
- (2) employees' notice obligations, as set forth in section 7291.14 7291.16, to provide adequate advance notice to the employer of the need for reasonable accommodation, transfer or pregnancy disability leave; and

- (3) the employer's requirement, if any, for the employee to provide medical certification to establish the medical advisability for reasonable accommodation, transfer, or pregnancy disability leave, as set forth in sections 7291.16, subdivisions (a) and (b), and 7291.17, subdivision (b).

(e) Non-English Speaking Workforce

~~Any CFRA covered employer whose work force at any facility or establishment contains ten percent or more of persons who speak a language other than English as their primary language shall translate the notice into the language or languages spoken by this group or these groups of employees.~~

(c) Consequences of Employer Notice Requirement

- (1) If the employer follows the requirements in section ~~7291.14~~ 7291.16, subdivision (d), below, such compliance shall constitute "reasonable advance notice" to the employee of her notice obligations.
- (2) Failure of the employer to provide reasonable advance notice shall preclude the employer from taking any adverse action against the employee, including denying reasonable accommodation, transfer or pregnancy disability leave, for failing to furnish the employer with adequate advance notice of a need for reasonable accommodation, to transfer, or to take pregnancy disability leave.

(d) Distribution of Notices

- (1) Employers shall post and keep posted the appropriate notice in a conspicuous place or places where employees congregate. Electronic posting is sufficient to meet this posting requirement as long as it otherwise meets the requirements of this section.
- (2) If the employer publishes an employee handbook that describes other kinds of reasonable accommodation, transfers or temporary disability leaves available to its employees, that employer shall include a description of reasonable accommodation, transfer, and pregnancy disability leave in the next edition of its handbook that it publishes following adoption of these regulations. In the alternative, the employer may distribute to its employees a copy of its Notice at least annually (distribution may be by electronic mail).
- (3) An employer is also required to give an employee a copy of the appropriate notice as soon as practicable after the employee tells the employer of her pregnancy or sooner if the employee inquires about reasonable accommodation, transfer, or pregnancy disability leaves.

(4) Non-English Speaking Workforce

Any CFRA-covered employer whose work force at any facility or establishment contains ten percent or more of persons who speak a language other than English as their primary

language shall translate the notice into the language or languages spoken by this group or these groups of employees.

~~(d)~~ (e) “Notice A”

The text below in “Notice A” should be used ~~contains only the minimum requirements of the Fair Employment and Housing Act’s provisions regarding pregnancy, childbirth or related medical conditions. This Notice is suitable for use by employers with less than 50 employees and who are therefore not subject to CFRA or FMLA. Nothing in this notice requirement prohibits an~~ An employer from providing ~~may provide~~ a leave policy ~~which that~~ is more generous than that required by this act Act if that more generous policy is provided to all similarly situated disabled employees. An employer ~~may provide its own notice of its own policy. Employers may develop their~~ its own notice or ~~they~~ it may choose to use the text provided below, unless it does not accurately reflect ~~their~~ its own policy.

~~(e)~~ (f) “Notice B”

The text below in “Notice B” should be used by employers with 50 or more employees who are subject to CFRA or FMLA. “Notice B” combines notice of both an employee’s rights regarding pregnancy and CFRA leave rights and pregnancy disability leave rights. Adoption of this notice, or a comparable notice, satisfies the employer’s notice obligations under of both this subchapter and section 7297.9 of the regulations. ~~This notice is suitable for use by all employers with 50 employees or more.~~

~~“Notice A”~~

## ~~PREGNANCY DISABILITY LEAVE~~

~~Under the California Fair Employment and Housing Act (FEHA), if you are disabled by pregnancy, childbirth or related medical conditions, you are eligible to take a pregnancy disability leave (PDL). If you are affected by pregnancy or a related medical condition, you are also eligible to transfer to a less strenuous or hazardous position or to less strenuous or hazardous duties, if this transfer is medically advisable.~~

- ~~• The PDL is for any period(s) of actual disability caused by your pregnancy, childbirth or related medical conditions up to four months (or 88 work days for a full time employee) per pregnancy.~~
- ~~• The PDL does not need to be taken in one continuous period of time but can be taken on an as-needed basis.~~
- ~~• Time off needed for prenatal care, severe morning sickness, doctor-ordered bed rest, childbirth, and recovery from childbirth would all be covered by your PDL.~~

- ~~Generally, we are required to treat your pregnancy disability the same as we treat other disabilities of similarly situated employees. This affects whether your leave will be paid or unpaid.~~
- ~~You may be required to obtain a certification from your health care provider of your pregnancy disability or the medical advisability for a transfer. The certification should include:~~
  - 1) ~~the date on which you became disabled due to pregnancy or the date of the medical advisability for the transfer;~~
  - 2) ~~the probable duration of the period(s) of disability or the period(s) for the advisability of the transfer; and,~~
  - 3) ~~a statement that, due to the disability, you are unable to work at all or to perform any one or more of the essential functions of your position without undue risk to yourself, the successful completion of your pregnancy or to other persons or a statement that, due to your pregnancy, the transfer is medically advisable.~~
- ~~At your option, you can use any accrued vacation or other accrued time off as part of your pregnancy disability leave before taking the remainder of your leave as an unpaid leave. We may require that you use up any available sick leave during your leave. You may also be eligible for state disability insurance for the unpaid portion of your leave.~~
- ~~Taking a pregnancy disability leave may impact certain of your benefits and your seniority date. If you want more information regarding your eligibility for a leave, the impact of the leave on your seniority and benefits, and our policy for other disabilities, please contact~~

:

“Notice A”

## YOUR RIGHTS AND OBLIGATIONS AS A PREGNANT EMPLOYEE

If you are pregnant, have a related medical condition, or are recovering from childbirth, *Please Read This Notice.*

- California law protects employees against discrimination, harassment or retaliation because of an employee’s pregnancy, childbirth or any related medical condition (referred to below as “because of pregnancy”).

- Your employer has an obligation:
  - to reasonably accommodate your medical needs (such as allowing more frequent rest breaks);
  - to transfer you to a less strenuous or hazardous position (where one is available) or duties if medically needed because of your pregnancy; and
  - to provide you with a pregnancy disability leave (PDL) of up to four months (the working days in one-third of a year or 17.3 weeks) and return you to your same job when you are no longer disabled by your pregnancy or, in certain instances, to a comparable job. Taking a PDL, however, does not make you immune from non-leave related employment actions, such as a layoff.
  
- For a pregnancy disability leave:
  - The PDL is not for an automatic period of time, but for the period of time that you are disabled by pregnancy. Your health care provider determines, through a medical certification, how much time you will need.
  - Once your employer has been informed that your health care provider has determined that your pregnancy disability leave is medically advisable, your employer must guarantee in writing that you can return to work if you request this written guarantee. Your employer may require you to submit written medical certification from your health care provider substantiating the need for your leave.
  - The PDL may include, but is not limited to, time for prenatal or postnatal medical appointments, doctor-ordered bed rest, severe “morning sickness,” gestational diabetes, pregnancy-induced hypertension, preeclampsia, recovery from childbirth or loss or end of pregnancy, or post-partum depression.
  - The PDL does not need to be taken all at once but can be taken on an as-needed basis as required by your health care provider, including intermittent leave or a reduced work schedule, all of which counts against your four month entitlement for leave.
  - Your leave will be paid or unpaid depending on your employer’s policy for other medical leaves. You may also be eligible for state disability insurance, administered by the California Employment Development Department.
  - At your discretion, you can use any vacation or other time off credits as part of your PDL.
  - Your employer may require or you may choose that you use up any available sick leave during your leave.
  - Taking a PDL may impact certain of your benefits and your seniority date; please contact your employer for details.

## Notice Obligations as an Employee.

- Give your employer reasonable notice: To receive reasonable accommodation, obtain a transfer, or take a PDL, you must give your employer sufficient notice for your employer to make appropriate plans – 30 days advance notice if the need for the reasonable accommodation, transfer or PDL is foreseeable, otherwise as soon as practicable if the need is an emergency or unforeseeable.
- Provide a Written Medical Certification from Your Health Care Provider. **Except in a medical emergency where there is no time to obtain it, your** Your employer may require you to supply a written medical certification from your health care provider of the medical need for your reasonable accommodation, transfer or PDL. **If the need is an emergency or unforeseeable, you must provide this certification within the time frame your employer requests, unless it is not practicable for you to do so under the circumstances despite your diligent, good faith efforts. Your employer must provide at least 15 calendar days for you to submit the certification.** See your employer for a copy of a medical certification form to give to your health care provider to complete.
- PLEASE NOTE that if you fail to give your employer reasonable advance notice or, **if your employer requires it,** written medical certification of your medical need, your employer may be justified in delaying your reasonable accommodation, transfer, or **your** PDL.

This notice is a summary of your rights and obligations under the Fair Employment and Housing Act (FEHA). For more information about your rights and obligations as a pregnant employee, contact your employer, look at the Department of Fair Employment and Housing’s website at [www.dfeh.ca.gov](http://www.dfeh.ca.gov), or contact the Department at (800) 884-1684. **The text of the FEHA and the regulations interpreting it are available on the Fair Employment and Housing Commission’s website at [www.fehc.ca.gov](http://www.fehc.ca.gov).**

“Notice B”

## FAMILY CARE AND MEDICAL LEAVE AND PREGNANCY DISABILITY LEAVE

Under the California Family Rights Act of 1993 (CFRA), if you have more than 12 months of service with us and have worked at least 1,250 hours in the 12-month period before the date you want to begin your leave, you may have a right to an unpaid family care or medical leave (CFRA leave). This leave may be up to 12 workweeks in a 12-month period for the birth, adoption, or foster care placement of your child or for your own serious health condition or that of your child, parent or spouse.

Even if you are not eligible for CFRA leave, if disabled by pregnancy, childbirth or related medical conditions, you are entitled to take a pregnancy disability leave (PDL) of up to four months, or the working days in one-third of a year or 17.3 weeks, depending on your period(s) of actual disability. Time off needed for prenatal or postnatal care; **doctor-ordered bed rest;**

gestational diabetes; pregnancy-induced hypertension; preeclampsia; childbirth, and recovery from childbirth, stillbirth, miscarriage; postpartum depression; loss or end of pregnancy; or recovery from childbirth or loss or end of pregnancy would all be covered by your PDL.

Your employer also has an obligation to reasonably accommodate your medical needs (such as allowing more frequent rest breaks) and to transfer you to a less strenuous or hazardous position if it is medically advisable because of your pregnancy.

If you are CFRA-eligible, you have certain rights to take BOTH a PDL and a CFRA leave for reason of the birth of your child. Both leaves contain a guarantee of reinstatement to the same or a comparable position at the end of the leave, subject to any defense allowed under the law.

If possible, you must provide at least 30 days advance notice for foreseeable events (such as the expected birth of a child or a planned medical treatment for yourself or of a family member). For events which are unforeseeable, we need you to notify us, at least verbally, as soon as you learn of the need for the leave.

Failure to comply with these notice rules is grounds for, and may result in, deferral of the requested leave until you comply with this notice policy.

We may require medical certification from your health care provider before allowing you a leave for:

- your pregnancy; or
- your own serious health condition; or certification from the health care provider of
- to care for your child, parent, or spouse who has a serious health condition.

We have a medical certification form that you can take to your health care provider to fill out and return to us. When medically necessary, leave may be taken on an intermittent or a reduced work schedule.

If you are taking a leave for the birth, adoption or foster care placement of a child, the basic minimum duration of the leave is two weeks and you must conclude the leave within one year of the birth or placement for adoption or foster care.

Taking a family care or pregnancy disability leave may impact certain of your benefits and your seniority date. If you want more information regarding your eligibility for a leave and/or the impact of the leave on your seniority and benefits, please contact .

This notice is a summary of your rights and obligations under the Fair Employment and Housing Act (FEHA). For more information about your rights and obligations, contact your employer, look at the Department of Fair Employment and Housing's website at [www.dfeh.ca.gov](http://www.dfeh.ca.gov), or contact the Department at (800) 884-1684. The text of the FEHA and the regulations interpreting it are available on the Fair Employment and Housing Commission's website at [www.fehc.ca.gov](http://www.fehc.ca.gov).

Authority Cited: Government Code sections 12935, subd. (a).

Reference: Government Code sections 12940, subd. (a), 12945, ~~subd. (b)(2)~~ subds. (a) and (b); Stats. 1999, c. 591 (AB 1670); Stats. 2004, c. 647 (A.B. 2870); FMLA, 29 U.S.C. §2601, et seq. and FMLA regulations, 29 ~~CFR~~ Code of Federal Regulations 825.

§ 7291.10 ~~§ 7291.10~~ **§ 7291.17** Employee Requests for Reasonable Accommodation, Transfer or Pregnancy Disability Leave or Transfer: Advance Notice; Medical Certification; Employer Response

The following rules apply to any request for reasonable accommodation, transfer, or pregnancy disability leave or transfer, because of pregnancy.

(a) Adequate Advance Notice

(1) Verbal or Written Notice

An employee shall ~~provide at least verbal notice~~ advise her employer, either orally or in writing, with timely notice sufficient to make the employer aware that the employee needs reasonable accommodation, a transfer, or a pregnancy disability leave or transfer, and, where practicable, the anticipated timing and duration of the reasonable accommodation, transfer or pregnancy disability leave or transfer.

(2) 30 Days Advance Notice

An employee must provide the employer at least 30 days advance notice before the start of reasonable accommodation, transfer, or pregnancy disability leave or transfer is to begin if the need for the reasonable accommodation, transfer, or leave or transfer is foreseeable because of pregnancy. The employee shall consult with the employer and make a reasonable effort to schedule any planned appointment or medical treatment so as to minimize disruption to the employer's operations of the employer. ~~Any such scheduling, however, shall be subject to the health care provider's approval of the health care provider of the employee.~~

(3) When 30 Days Is Not Practicable

If 30 days advance notice is not practicable, ~~such as~~ because of a lack of knowledge of approximately when reasonable accommodation, transfer, or leave or transfer will be required to begin, a change in circumstances, ~~or~~ a medical emergency, or other good cause, notice must be given as soon as practicable.

(4) Prohibition Against Denial of Reasonable Accommodation, Transfer, or Leave or Transfer in Emergency or Unforeseeable Circumstances

An employer shall not deny reasonable accommodation, transfer, or a pregnancy disability leave ~~or transfer~~, the need for which is an emergency or is otherwise unforeseeable, on the basis that the employee did not provide adequate advance notice of the need for the reasonable accommodation, transfer, or leave ~~or transfer~~.

(5) Employer Obligation to Inform Employees of Notice Requirement

~~An employer shall give its employees reasonable advance notice of any notice requirements which it adopts. The employer may incorporate its notice requirements in the general notice requirements in section 7291.16 and such incorporation shall constitute "reasonable advance notice." Failure of the employer to give or post such notice(s) shall preclude the employer from taking any adverse action against the employee, including denying pregnancy disability leave, for failing to furnish the employer with advance notice of a need to take pregnancy disability leave.~~

(6) (5) Employer Response to Reasonable Accommodation, Transfer, or Pregnancy Disability Leave ~~or Transfer Request~~

The employer shall respond to the reasonable accommodation, transfer, or pregnancy disability leave ~~or transfer~~ request as soon as practicable, and, in any event no later than ten calendar days after receiving the request. The employer shall attempt to respond to the leave request before the date the leave is due to begin. Once given, approval shall be deemed retroactive to the date of the first day of the leave.

(6) Consequences for Employee Who Fails to Give Her Employer Adequate Advance Notice of Her Need for Reasonable Accommodation or Transfer

If an employee fails to give timely advance notice when the need for reasonable accommodation or transfer is foreseeable, the employer may delay the reasonable accommodation or transfer, until 30 days after the date the employee provides notice to the employer of the need for the reasonable accommodation or transfer. However, under no circumstances may the employer delay the granting of an employee's reasonable accommodation or transfer if to do so would endanger the employee's health, her pregnancy, or the health of other co-workers.

*(7) Direct notice to the employer from the employee rather than from a third party regarding the employee's need for reasonable accommodation, transfer, or pregnancy disability leave is preferred, but not required. The content of any notice must meet the requirements of this section.*

(b) Medical Certification

As a condition of granting reasonable accommodation, transfer, or a pregnancy disability leave ~~or transfer~~, the employer may require medical certification as defined in section 7291.2, subdivision (d), if the employer requires certification of other similarly situated employees. If the certification satisfies the requirements of section 7291.2, subdivision (d), the employer

~~must accept it as sufficient. Upon expiration of the time period which the health care provider originally estimated that the employee needed, the employer may require the employee to obtain recertification if additional time is requested if the employer has similar requirements for other similarly situated employees. The employer must notify the employee or her health care provider of the need to provide medical certification; the deadline for providing such certification; what constitutes sufficient medical certification; and the consequences for failing to provide medical certification.~~

~~(1) The employer may not ask the employee to provide additional information beyond that allowed by these regulations.~~

(1) An employer must give written notice to notify the employee of the medical certification requirement each time a certification is required, ~~along with a~~ and provide the employee with any employer-required medical certification form for the employee's health care provider to complete. An employer may use the form provided at section 7291.17, subdivision (e), or may develop its own form. Such notice to the employee of the need for medical certification may be oral if the employee is already out on a pregnancy disability leave because the need for the leave was unforeseeable. The employer shall thereafter mail or send via electronic mail or by facsimile a copy of the medical certification form to the employee or to her health care provider, whomever the employee designates.

~~(2) The employer is responsible for complying with all applicable law regarding the confidentiality of any medical information requested.~~

(2) When the leave is foreseeable and at least 30 days notice has been provided, the employee should provide the medical certification before the leave begins. When this is not possible, the employee must provide the requested certification to the employer within the time frame requested by the employer (which must allow at least 15 calendar days after the employer's request), unless it is not practicable under the particular circumstances to do so despite the employee's diligent, good faith efforts.

(3) In most cases, the employer should request that an employee furnish medical certification from a health care provider at the time the employee gives notice of the need for reasonable accommodation, transfer or leave or within two business days thereafter, or, in the case of unforeseen leave, within two business days after the leave commences. The employer may request certification at some later date if the employer later has reason to question the appropriateness of the reasonable accommodation, transfer, or leave or its duration.

(4) At the time the employer requests medical certification, the employer must also advise an employee of the anticipated consequences of an employee's failure to provide adequate medical certification. The employer shall advise an employee whenever the employer finds a medical certification incomplete, and provide the employee a reasonable opportunity to cure any such deficiency.

- (5) If the employer's sick or medical leave plan imposes medical certification requirements that are less stringent than the medical certification requirements of these regulations, and the employee or employer elects to substitute sick, vacation, personal or family leave for unpaid pregnancy disability leave, only the employer's less stringent leave certification requirements may be imposed.
- (6) The medical certification indicating the medical advisability of reasonable accommodation or a transfer is sufficient if it contains:
- (A) A description of the requested reasonable accommodation or transfer;
  - (B) A statement describing the medical advisability of the reasonable accommodation or transfer because of pregnancy; and
  - (C) The date on which the need for reasonable accommodation or transfer became or will become medically advisable and the estimated duration of that reasonable accommodation or transfer.
- (7) The medical certification indicating disability necessitating a leave is sufficient if it contains:
- (A) A statement that, the employee needs to take pregnancy disability leave because she is disabled by pregnancy, childbirth or a related medical condition;
  - (B) The date on which the employee became disabled because of pregnancy and the estimated duration of the leave.
- (8) If the certification satisfies the requirements of section ~~7291.15~~, 7291.17, subdivision (b), the employer must accept it as sufficient. The employer may not ask the employee to provide additional information beyond that allowed by these regulations. Upon expiration of the time period which the health care provider originally estimated that the employee needed for her reasonable accommodation, transfer, or leave, the employer may require the employee to obtain recertification if additional time is requested.
- (9) The employer is responsible for complying with all applicable law regarding the confidentiality of any medical information ~~requested~~ received.

(c) Failure to Provide Medical Certification

- (1) In the case of foreseeable reasonable accommodation, transfer, or pregnancy disability leave, an employer may delay granting the reasonable accommodation, transfer or taking the leave to an employee who fails to provide timely certification after being requested by the employer to furnish such certification (i.e., within 15 calendar days, if practicable), until the required certification is provided.

(2) When the need for reasonable accommodation, transfer or leave is not foreseeable, or in the case of recertification, an employee must provide certification (or recertification) within the time frame requested by the employer (which must allow at least 15 days after the employer’s request) or as soon as reasonably possible under the circumstances. In the case of a medical emergency, it may not be practicable for an employee to provide the required certification within 15 calendar days. If an employee fails to provide a medical certification within a reasonable time under the pertinent circumstances, the employer may delay the employee’s continuation of the reasonable accommodation, transfer or pregnancy disability leave. If the employee never produces the certification, the transfer or pregnancy disability leave is not protected under Government Code section 12945 and the employer may refuse to return the employee to work.

(d) Release to Return to Work

As a condition of an employee’s return from pregnancy disability leave or transfer, the employer may require that the employee obtain a release to “return-to-work” from her health care provider stating that she is able to resume her original job or duties only if the employer has a uniformly applied practice or policy of requiring such releases from other similarly situated employees returning to work after a non-pregnancy related disability leave or transfer.

(e) Medical Certification Form

The Medical Certification form below may be used by employers requiring written medical certification from their employees seeking reasonable accommodation, transfer or disability leave because of pregnancy. An employer may develop its own form, utilize one provided by the employee’s health care provider or it may choose to use the form provided below.

FAIR EMPLOYMENT & HOUSING COMMISSION

CERTIFICATION OF HEALTH CARE PROVIDER  
FOR PREGNANCY DISABILITY LEAVE, TRANSFER AND/OR REASONABLE  
ACCOMMODATION

Employee’s Name:

Please certify that, because of this patient’s pregnancy, childbirth, or a related medical condition (including, **but not limited to**, recovery from pregnancy, childbirth, **stillbirth, miscarriage loss or end of pregnancy**, or post-partum depression), this patient needs (check all appropriate category boxes):

- Time off for medical appointments.  
Specify when and for what duration:

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- A disability leave. [Because of a patient’s pregnancy, childbirth or a related medical condition, she cannot perform **one or more of the essential** functions of her job or cannot perform them without undue risk to herself, the successful completion of her pregnancy, or other persons.]  
 Beginning (Estimate): \_\_\_\_\_  
 Ending (Estimate): \_\_\_\_\_
  
- Intermittent leave. Specify **medical reasons** **medically advisable intermittent leave schedule**:  
 \_\_\_\_\_  
 \_\_\_\_\_  
**Needed intermittent leave schedule:**  
 \_\_\_\_\_  
 \_\_\_\_\_  
 Beginning (Estimate): \_\_\_\_\_  
 Ending (Estimate): \_\_\_\_\_
  
- Reduced work schedule. [Specify **medical reason and** medically advisable reduced work schedule.]  
 \_\_\_\_\_  
 \_\_\_\_\_  
 Beginning (Estimate): \_\_\_\_\_  
 Ending (Estimate): \_\_\_\_\_
  
- Transfer to a less strenuous or hazardous position or to be assigned to less strenuous or hazardous duties [specify what would be a medically advisable position/duties].  
 \_\_\_\_\_  
 \_\_\_\_\_  
 Beginning (Estimate): \_\_\_\_\_  
 Ending (Estimate): \_\_\_\_\_
  
- Reasonable accommodation(s). [Specify medically advisable needed accommodation(s). **These could include, but are not limited to, modifying lifting requirements or providing more frequent breaks.**].  
 \_\_\_\_\_  
 \_\_\_\_\_  
 Beginning (Estimate): \_\_\_\_\_  
 Ending (Estimate): \_\_\_\_\_

Name, address and telephone number [printed] of health care provider.

\_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

Signature of health care provider:

\_\_\_\_\_  
 \_\_\_\_\_

Date:

\_\_\_\_\_

Authority Cited: Government Code sections 12935, subd. (a).

Reference: Government Code sections 12940, subd. (a), 12945, ~~subd. (b)(2)~~ subds. (a) – (c); Stats. 1999, c. 591 (AB 1670); Stats. 2004, c. 647 (A.B. 2870); FMLA, 29 U.S.C. §2601, et seq. and FMLA regulations, 29 ~~CFR~~ Code of Federal Regulations 825.306.