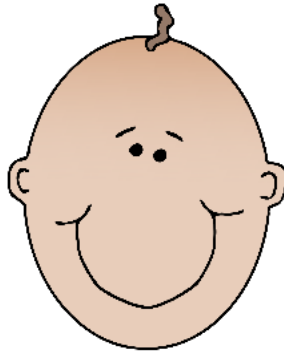




# ናይ ሕርሲ/ናይ ስድራቤት ዕረፍቲ ዝሕግዝ መምርሒ ኣብ ኮሌጅ ሰንታ ሮዛ ጁንየር



በጃኹም ኣስተብህሉሉ :- እዚ መምርሒ እዚ ነቶም ብምኽንያት ውልደት ወይ ኣተዓባብያ ውሉድ ዕረፍቲ ዚወጹ ሰራሕተኛታት እዩ። ነዚ ጥቕላል እዚ ምስቲ ሕጂ ዘሎ ግዝኣት ካሊፎርንያ ከምኡውን ፈደራላዊ ሕገ ሓዲግካ ምኽድ ከነሰማምዓዮ ዝከኣልና ኹሉ ንገብር እኳ እንተ ኹንና እዚ ሕግታት እዚ ወትሩ ይቕየር ከም ዘሎ ኸንዝክር ኣሎና። ኣብ ውሽጢ እዚ ጥቕላል እዚ ዘሎ ሓበሬታ ብዘይ ገለ መጠንቀቕታ ክቕየር ይኸእል ኢዩ።



## ሕርስን አቦን ማእሰርን ኮሌጅ ሰንታ ሮዛ ጁንዮር

ስለቲ ዚመጽእ ዘሎ ሓድሽ ምምጻእኩም እንቋዕ ሓጎሰኩም! ሰንታ ሮዛ ጁንዮር ኮሌጅ ነቲ ገና ዘይተወድአ ናይ ሕርሲ/ናይ አቦ ዕረፍቲ ዝኸውን እተፈላለዩ ኣማራጺታት ኣለዎ። እዚ ኣቑጽልቲ እዚ ኣብዚ እዋን እዚ ዘይናግር ክኸውን ከም ዝኸእል ንፈልጥ ኢና። እዚ መምርሒ እዚ ነዚ መስርሕ እዚ ንኸትዋጽኡሉን ሓበሬታ ንኸትህበኩን ተባሂሉ እዩ። እቲ ሓድሽ ሰብኩም ኪመጽእ ከሎ ኣዚና ኢና እንሕጎስ ነዚ ጉዕዞ እዚ ኸኣ ብእተኸእለካ መጠን ብቐሊሉ ኸትርድኦ ንደሊ ኢና።

ናይ ሕርሲ/ሕርሲ ዕረፍቲ ነቲ ወላዲ ንሓደ ሓድሽ ወይ እተወልደ ውሉድ ንምእላይን/ወይ ንምክንኻንን ዝወስዶ ስጉምቲ የመልክት። እዚ ኸኣ ዘዕበይዎም ወይ ዘዕበይዎም ቁልዑ ዘጠቓልል ክኸውን ይኸእል ኢዩ።

እቲ ኣላዪ ሕክምና ነቲ ምስ ሕርሲ እተተሓሓዘ "ስንክልና" እተን ሓደስቲ ኣዴታት ዚወሃቡን ዕረፍቲ ሕርሲ ይውስኖ እዩ። እዚ ኸኣ ከምቲ እቲ ኣላዪኻ ዝመደበ ኣቐዲምካ ድሕሪ ምብጻሕካ ግዜ ምሕላፍ ዜጠቓልል ኪኸውን ይኸእል እዩ።

ናይ ወላዲ/ናይ ስድራቤት ዕረፍቲ ነቶም ሓደስቲ ኣቦታት ናይ ኣቦታት ዕረፍቲ ከምኡውን ነቶም ዘዕበይዎም/ዘዕበይዎም ቁልዑ ናይ ቦንዲንግ ዕረፍቲ ዝሸፍን ኢዩ ክሳብ 12 ሰሙን ድማ ዕረፍቲ ክወሃቦም ይኸእል ኢዩ።

ዝያዳ ሓበሬታ እንተ ደሊኻ በጃኻ ነዛ መሓበሪ እዚኣ ኣንብባ።

ብተወሳኺውን ነቲ [ናይ ኤፋ ውዕል ዓንቀጽ 18 ኣቑጽልቲ](#) ንኮሌጅ ንኣተሓባባሪ ኮሌጅ ከምኡውን ንኣመሓደርቲ ትምህርቲ መርምሮ።

ነቲ እተኸፋፈለ ውዕል SEIU\_ዓንቀጽ 12 ኣቑጽልቲ ዕረፍቲ [ንእተኸፋፈለ ክኢላታት ንእተኸፋፈለ ኣመሓደርትን ምስጢራዊ ሰራሕተኛታትን](#) ኣንብቡ።

ብመሰረት [ናይ ኤስ. ኣር. ጀይ. ሲ. ማነጅመንት ቲም ሃንድቡክ](#) ከምዚ ይብል - "ኣመሓደርቲ ትምህርቲ ነቲ ናይ ዕረፍቲ ምድላዎት ኣብቲ ናይ ኤፋ/ኣውራጃ ሓባራዊ ውዕል ክስዕብዎ ኢዮም እተመደቡ ኣመሓደርትን እተመደቡ ተጃዳደርትን ምስጢራዊ ሰራሕተኛታትን ከኣ ነቲ ናይ ዕረፍቲ ምድላዎት ኣብቲ ኣብ ከባቢ 1021 ዝርከብ ናይ ሓባር ውዕል ክስዕብዎ ኢዮም።"

## ሕገ ሕርሲ/ሕርሲ

### ሕገ ዕረፍቲ ስድራ ቤት (FMLA)

ብሰንኪ ጥንሲ/ጥንሲ ምስ ውልደት ማእሰር/ምክንኻን ናጽላ ኣብ ኣተዓባብያ ቈልዑ ከምኡውን ኣብ መንጎ ሕጻን ዘሎ ማእሰር ስንክልና።

ብቐዓት፡- ኣብታ ቐድሚኣ ዝነበረት ዓመት 12 ወርሕን 1,250 ሰዓትን ሰሪሑ

- ክሳብ 12 ሰሙን ዚወስድ ዕረፍቲ
- ዘይክፈሎ ዕረፍቲ ደሞዝ ኣብ ዚኸፈሎ ደረጃ ንምቕጻል ዚእከብ ግዜ
- ብኣውራጃ ዚሸፈን ጥቕምታት

### ስንክልና ጥንሲ (PDL)

ብሰንኪ ጥንሲ ሕርሲ ወይ ምስኡ ንዚተሓተዝ ኩነታት ስንክልና ።

ብቐዓት፡- ኣብታ ቐድሚኣ ዝነበረት ዓመት 12 ወርሕን 1,250 ሰዓትን ሰሪሑ

- ክሳብ ኣርባዕተ ወርሒ ዚኸውን ዕረፍቲ ።
- ዘይክፈሎ ዕረፍቲ ደሞዝ ኣብ ዚኸፈሎ ደረጃ ንምቕጻል ዚእከብ ግዜ
- ብኣውራጃ ዚሸፈን ጥቕምታት
- ምስ ኤፍ. ኤም. ኤ.

### ሕገ መሰል ስድራ ቤት ካሊፎርንያ (CFRA)

ንናጽላ ንምእላውን ንምክንኻንን ንውሉድ ንምዕባይን ንምእላውን

ብቐዓት፡- ኣብታ ቐድሚኣ ዝነበረት ዓመት 12 ወርሕን 1,250 ሰዓትን ሰሪሑ

- ክሳብ 12 ሰሙን ዚወስድ ዕረፍቲ
- ዘይክፈሎ ዕረፍቲ ደሞዝ ኣብ ዚኸፈሎ ደረጃ ንምቕጻል ዚእከብ ግዜ
- ብኣውራጃ ዚሸፈን ጥቕምታት
- ምስ ፓረንትን ፒ. ኤን.

### ናይ ወለዲ ዕረፍቲ/ማእሰር ሕጻናት (PL)

ውሉድ ሰራሕተኛ ኪውሉድ ከሎ ውሉድ ካዕባዕካ ምውላድ/ምቕባል

ብቐዓት፡- 12 ወርሒ ዚወስድ ኣገልግሎት

- ድሕሪ ሕርሲ ኣብ ዘሎ 12 ወርሒ ክሳብ 12 ናይ ስራሕ ሰሙናት ዕረፍቲ
- ናይ ወለዲ ዕረፍቲ ምሉእ ደሞዝ ዚኸፈሎ ዕረፍቲ እዩ
- ንዕረፍቲ ክትጥቀሙሉ ትክእል ኢኻ/ወይ CTO/PTO (እተኸፋፈለ ጥራይ)
- ናይ ሕሙማት ዕረፍቲ እንተድኣ ዘይተረኺቡ ናይ ፒ. ኤል. ዲፈረንስ ክፍሊት ነቲ ዘይሸፈን ሰዓታት ይምልከቶ እዚ ኸኣ ካብ 50% ዘይበዘሕ ስራዕ ደሞዝ ኢዩ
- ብኣውራጃ ዚሸፈን ጥቕምታት
- ምስ ሲ. ኤፍ. ኣር.

## እተፈለለዎ ዓይነት አቅጽልቲ ሕርሲ/ሕርሲ

### ብሕታዊ አድላይነት (PN)/ናይ ወለዲ ዕረፍቲ (ኮድ ካሊፎርንያ ኤድ)

ንውልደትን ርዕሙትን ማእሰር ሕጻናትን

- ካብ ዚውለድ ወይ ካብ ዚውለድ ኣብ ውሽጢ እታ ቐዳመይቲ ዓመት ኪወሃብ ኣለዎ
- ኣብ ዓመት ትምህርቲ ኸሰዕ 30 መዓልቲ ዕረፍቲ ምሃብ ካብቲ ፒ. ኤን.
- ምሉእ ደሞዝ ዚኸፈሎ ዕረፍቲ
- ነቲ ኣብ ፒ. ኤን.
- ብኣውራጃ ዚኸፈን ጥቕምታት
- ምስ ኤፍ. ኤም. ኤ.

### ካብ ኣተዓባብያ ጄልዮ ምውጻእ (እተሓብኡ ሰብ ሞያ/SEIU ውዕል ዓንቀጽ 12.13)

- ሓደ ንውሉዱ ባህርያዊ ወይ ዘዕበዮ ኣባል ኣሃዱ ንውሉዱ ንምዕባይ ከይተኸፍሎ ዕረፍቲ ኪሓትት ይኸእል እዩ ።

### ዘይክፈሎ ዕረፍቲ (ናይ ኮላጅ/AFA ውዕል ዓንቀጽ 18.06)

- እቲ ኣውራጃ ንሓደ ኣባል ኮላጅ ናይ ወለዲ ዕረፍቲ ምእንቲ ኸህቦ ብዘይ ክፍሊት ዕረፍቲ ክህቦ ይኸእል ኢዩ

## አብ እዋን ዕረፍቲ ሕርሲ ዚርከብ ደሞዝን ጥቕምን

### ፋኩልቲ/አሶሴቲ ፋኩልቲ/ አመሓደርቲ ትምህርቲ (AFA Contract, Article 18 Leaves)

ንኹሉ እቲ ኸንረኽቦ እንኸእል ናይ ሕማም ዕረፍቲ ኸንጥቀመሉ ኢና። እቲ ኸትረኽቦ እትኸእል ናይ ሕማም ዕረፍቲ እንተድኣ ኣድኪሙካ ነቲ ዝተረፈ ኸፋል ናይ ሕማም ዕረፍቲ ብኡንብኡ ክንጥቀመሉ ኢና። ኣብ ትሕቲ ተወሳኺ ዕረፍቲ ሕሙማት ነቲ ንዓኻ ንምትካእ ዚኸፈል ደሞዝ ካብ ደሞዝካ ኸንንንክዮ ኢና። መተካእታ እንተ ዘይረኺብና ንዝኹነ ይኹን ትምህርቲ እንተ ዘይረኺብና ካብቲ እትኸፍሎ ደሞዝ 1 ስፔሪድ ኸንቈርጽ ኢና።

ናይ ወለዲ ዕረፍቲ (PL) /CFRA እቲ ኸትረኽቦ እትኸእል ናይ ሕማም ዕረፍቲ እንተድኣ ኣድኪሙካ እቲ ናይ ፒ. ኤል. ኣብ ትሕቲ እቲ ፒ. ኤል. ዲፈረንስ ፕይ ነቲ ኸብ ደሞዝካ ዚትክኣካ ተካኢ ዚኸፈል ደሞዝ ካብ 50% ዘይበዝሕ ክንቈርጽ ኢና። መተካእታ እንተ ዘይረኺብና ካብ 50% ደሞዝካ ንዘይመልእ ዝኹነ ይኹን ክፍሊ ደሞዝካ 1 ደረጃ ኸንቈርጽ ኢና።

እቲ ኮለጅ ነቲ ባንክ እተኸድኖ ጸር ናብ ናይ ሕርሲ/ሓልዮት ዕረፍቲ ናይ ምጥቃም ኣማራጺ ክህልዎ ይኸእል ኢዩ።

ናይ ኣውራጃ ረብሓታትካ ኸሳዕ እተኸፍለካ ወፈያኻ ኪቕጽል እዩ።

### እተሓብኡ ክኢላታት/እተኸፈላ ኣመሓደርቲ/ምስጢራዊ ሰራሕተኛታት (SEIU Article 12 ኣቕጽልቲ ስንብታ)

ንኹሉ እቲ ኸንረኽቦ እንኸእል ናይ ሕማም ዕረፍቲ ኸንጥቀመሉ ኢና። ሓንሳእ ዕረፍቲ ምስ ደኸምካ ነቲ ዝተረፈ ኸፋል እቲ እትኸፍሎ ፍልልይ ክትትክኡ ትኸእል ኢኻ። ኣብ ትሕቲ ፍልልይ ክፍሊት እቲ ንሓደ ተተካኢ ዚኸፍሎ ደሞዝ ካብቲ እትሰርሓሉ ሰዓታት ዚንኪ እዩ ። ነቲ ኸትረኽቦ እትኸእል ዕረፍቲ ኸንጥቀመሉ ትኸእል ኢኻ፣ ወይ ከኣ ነቲ ኸትረኽቦ እትኸእል ካሕሳ ግዜ ኦፍ (CTO)/Time Off (PTO) ምሉእ ደሞዝ ምእንቲ ኸትረኽብ ክትጥቀመሉ ትኸእል ኢኻ።

ናይ ወለዲ ዕረፍቲ (PL) /CFRA ናይ ሕማም ዕረፍቲ ምስ ተወድኣ እቲ ናይ ፒ. ኤል. ዲፈረንስ Pay ኣብቲ ዝተረፈ ኸፋል እቲ ዘይምህላውካ ብኡንብኡ ይውዕል ። ኣብ ትሕቲ እቲ ፒ. ኤል. ዲፈረንስ ፕይ ዚብሃል ክፍሊት እቲ ንሓደ ተተካኢ ዚኸፍሎ ደሞዝ ካብ ደሞዝካ ማለት ካብ 50% ደሞዝካ ኣይኪንከን እዩ ። ነቲ ኸትረኽቦ እትኸእል ዕረፍቲ ኸንጥቀመሉ ትኸእል ኢኻ፣ ወይ ከኣ ነቲ ኸትረኽቦ እትኸእል ካሕሳ ግዜ ኦፍ (CTO)/Time Off (PTO) ምሉእ ደሞዝ ምእንቲ ኸትረኽብ ክትጥቀመሉ ትኸእል ኢኻ።

ናይ ኣውራጃ ረብሓታትካ ኸሳዕ እተኸፍለካ ወፈያኻ ኪቕጽል እዩ።

## መምርሒ ሕርሲ ምሕዳግ

ቅድሚያ ምዱብ ዕለትካ እንተ ወላይ 60-90 መዓልቲ አቐዲሙ:-

- ብዛዕባ እቲ ገና ዘይተወድአ ዕረፍቲ ሕርሲ ምእንቲ ኸትሕብርን ሓበሬታ ንምምርማርን መስርሕ ዕረፍቲ ንምጅማርን ኣኼባ መደብ ግበር።
- ብዛዕባ ስንክልና ጥንሲ ዚገልጽ ምስክር ወረቐት ኣቕርብ (ገጽ 15 ርአ) ወይ ከአ ቅድሚያ ዕረፍቲ ተመሳሳሊ ሓበሬታ ዝሓዘ ኣላዪ ሕክምናኻ ኣረጋግጽ።
- ሰብአዊ ምንጪ ነቲ ናይ ዕረፍቲ ሕቶኻ ሓንሳእ ምስ መርመሮ ዝርዝር ደብዳቤን ኣድላዪ ፎርም/ምልክታታትን ክትልእኽ ኢኽ።
- ብዛዕባ እቲ ኸትሓድጎ ዝሓሰብካሉ ዕለት ንገሮ። ኣድላዪ እንተ ኹይኑ ነቲ ዘይምህላውካ መተካእታ ንምርካብ ኪዓዩ ይኸእሉ እዮም።
- ካብ ሕርሲ ዕረፍቲ ኸትወስድ እትጽሕፍ ደብዳቤ ጽሓፍ እሞ ንሓለቓኻ ጅምር እታ ሊንዳ ጀይ ሰብአዊ ሃብቲ ዝሓዘት እያ ። (ኣብ ገጽ 11-14 ዚርከብ ንመርኣዪ ዚኸውን ደብዳቤታት ርአ...)

ቁልዓ ምስ ተወልደ -

- ሰብአዊ ምንጪ ዕለት ሕርሲ ኸምኡውን ከምቲ ኣላዪ ሕክምና ዚእዝዘካ ግዜ ዕረፍቲ ሕርሲ ንገሮ። ሰብ ሞያ ሕክምና ከከም ዕለት ሕርሲ ኣድላዪ እንተ ኹይኑ ነቲ ዝተረፈ ዕዮ ወረቐት ኪውድኦ እዩ።
- ኣድላዪ እንተ ኹይኑ ነቲ ኹብ ሕርሲ እትወጽእሉ እዋናዊ ሕክምናዊ መረጋገጺ ኣቕርብ።
- ኣብቲ ኣውራጃ ጥቕሚ እንተ ኣልዩካ እቲ ሕጻን ኣብ ጥዕናኻን ኣብ መደባት ስኒኻን ምእንቲ ኺውሰኽ ምስ ቶም ሰብአዊ ረድኤት ዚጠቐሙም ክኢላታት ተራኸብ።

ናብ ስራሕ ክትምለስ ምስ ተዳለኽ -

- ካብ ኣላዪኻ (ቅድሚያ ሕጂ ምርመራ እንተ ዘይተገይሩሉ) ናብ ሰብአዊ ምንጪ ሕ. መ. አ. ስንክልና ኸባኽ ዕረፍቲ ምስ ረኸብካ ናብ ስራሕ ትምለስ እንተ ኣለኽ ከምኡ ኸትገብር ኣሎካ። ኤፍ. ኤም. ኤ/ባቢ ቦንዲንግ ድሕሪ ምውሳድካ ትምለስ እንተ ኣለኽ ኣብቲ ግዜ እቲ ንኸትምለስ ተወሳኺ ናጽነት ኣየድልዩካን እዩ።

## መምርሒታት ሓዲግካ ምኽድ

- ምስ ሰብአዊ ምንጪ ተራኸብ እሞ ብዛዕባ እቲ ገና ዘይተወድአ ናይ ኣብ ኸባኽ ዕረፍቲ ሓቢርካ ሓበሬታ ንምርካብን ናይ ዕረፍቲ መስርሕ ንምጅማርን ኣኼባ መደብ ግበር።
- ንሊንዳ ጀይ ሰብአዊ ምንጪ (ኣብ ገጽ 14 ዘሎ ንመርኣዪ ዚኸውን ደብዳቤታት ርአ) ሓዝካ ብገምጋም ዕለት ተዘርዚሩ ንሓለቓኻ ኸትህቦ እትኸእል ደብዳቤ ጽሓፍ ።

## ብተደጋጋሚ ዚሕተት ሕቶታት

- ከም ዝጠነሰት ጥራይ እየ ፈሊጠ :: እንታይ ክገብር?
  - ✓ ንሓለቓኻ ብእተኻእለ መጠን ቀልጢፍካ ኣፍልጦ ስለዚ ንገታኻ ንምሽፋን ኣፈናዊ መደብ ከተውጽእ ትኽእል ኢኻ።
  - ✓ መስርሕ ዕረፍቲ ንምጅማር ምስ ሰብኣዊ ምንጫ ተራኹብ
- ንኽንደይ ዚኣክል ግዜ እየ ኽግደ ዝኽእል ?
  - ✓ እቲ ኣላዪ ሕክምና ኽሳዕ ዝፈቐደልካ ኽትሰርሕ ትኽእል ኢኻ። ሓኪምካ ሓንሳእ ካብ ስራሕ ምስ ኣውጽኣካ ብሰንኪ እቲ ኣብ ኣውራጃ ዘሎ ሓላፍነት ኣብ ውብ ሳይት ኩነ ኣብ ቤትካ ኣይትሰርሕን ትኸውን።
- ክሳዕ እትቐጽል ወርሒ እኪ እንተ ዘይበጻሕኩ ሓኪምይ ግና ካብ ስራሕ ኣውጽኣኒ :: እንታይ ክገብር?
  - ✓ ዕለተ ዕረፍቲ ኻብኻ እንተ ተቐዪሩ በጃኻ እዋናዊ ሕክምናዊ መረጋገጺ ናብ ሰብኣዊ ምንጫ ምስቲ ተዘርዚሩ ዘሎ ሓድሽ ሓበሬታ ኣቕርብ።
- ሕጻነይ ተወልደ! ሕጂ እንታይ?
  - ✓ ነቲ ሓድሽ ሓጎስካ ተሓጎሰሉ! ☺
  - ✓ ብዘዕባ እቲ እተብጽሓሉ ዕለት ንሰብኣዊ ምንጫ ኣፋልጥ።
  - ✓ ምስዚ ኣውራጃ እዚ ጥቕሚ እንተ ኣልዩካ እቲ ሕጻን ካብ ዚውለድ ኣብ ውሽጢ 30 መዓልቲ ኣብ ጥዕናኻን ኣብ መደባት ስኒኻን ምእንቲ ኺውሰኽ ምስ ቶም ሰብኣዊ ረድኤት ዚጠቐሞም ክኢላታት ተራኹብ።
- ናይ ሕርሲ ዕረፍቲ ንኽንደይ ዚኣክል ግዜ እየ ኺጸንሕ?
  - ✓ ነፍሲ ወከፍ ጥንሲ እተፈላለየ ስለ ዝኹን ሓኪምካ ኻብ እትውለድ ንኽንደይ ዚኣክል ግዜ ዕረፍቲ ኽም እተሕልፍ ኪውስን እዩ። ልሙድ ዕረፍቲ ሕርሲ ድሕሪ እቲ መጥባሕቲ 6 ሰሙን ወይ 8 ሰሙን እዩ ዚወስድ። ንስኻን ሓኪምካን ውሉድካ ቐድሚ ምውላዱ ወይ ድሕሪኡ ተወሳኺ ግዜ ኽም ዜድልዩኩም ትውስኑ ትኹኑ። እዚ ብናይ ሕክምና ኣላዪኻ እተመርሐ ናይ ሕክምና ውሳኔ ኢዩ።
- መዓስ እየ ናብ ስራሕ ክምለስ ዝኽእል ?
  - ✓ ሓኪምካ ምስ ፈትሓካ ብኡንብኡ ናብ ስራሕ ክትምለስ ትኽእል ኢኻ።
- እቲ ሓኪም ካብ ዕረፍቲ ሕርሲ ምስ ፈትሓኒ ቐጥብ ክጸንሕ እንተ ደልዮኻ?
  - ✓ ምስ ውሉድካ ጥብቂ ርክብ ምእንቲ ኺህልወካ ካብ ስራሕ ክትወጽእ ትሓትት ትኸውን። እታ "ናይ ባንክ ዕረፍቲ" እትብል ቃል ኣብ ትሕቲ ናይ ሲ. ኤፍ. ኣር. ኤ. /ወለዲ ዕረፍቲ እትሸፈን ኢያ እዚ ኸኣ ምስ ናጽላ ወይ ምስ ሓደ ዘዕበዮ/ዘዕበዮ ሕጻን ተወሳኺ 12 ሰሙን ዝወስድ ዕረፍቲ ንኽህሉ የኽእሎ። እዚ ዕረፍቲ እዚ እቲ ሕጻን ካብ ዚውለድ ኣብ ውሽጢ ሓደ ዓመት ኪውሰድ ኣለዎ።
- እሞኽ ዝነውሐ ግዜ ኽትወጽእ ትኽእልዶ ?
  - ✓ እወ። ከይተኸፍለካ/ውሉድካ ምዕባይ ኪግበረልካ ኽትሓትት ትኽእል ኢኻ። እዚ ዘይክፈሎ ዕረፍቲ ስለ ዝኹን ኣብቲ ግዜ እቲ ዝኹን ይኹን ናይ ጥቕምታት ክፍሊት ኪቐጽል ሓላፍነት ይህልወካ ይኸውን።
- ብዓልቲ ቤተይ/ብጻይይ እውን ኣብ ኤስ. ኣር. ጀይ. ሲ. ነፍሲ ወከፍና ን12 ሰሙን ናይ "ዕረፍቲ" መሰል ኣሎናዶ?
  - ✓ እወ ኣብ ትሕቲ ኤፍ. ኤም. ኤፍ. ኤፍ.
- ዕረፍቲ ሕርሲ ኣብ ዝህልወኒ እዋን ብኸመይ ኢዩ ክሸፈን?
  - ✓ ፈለማ ነቲ ዝሓመምካዮ ዕረፍቲ ነድክሞ ኢና። ክላሲካዊ ኽኢላ ወይ ኣመሓዳሪ እንተ ኳንካ ዝኹን ይኹን ዕረፍቲ ኽትጥቀም ትኽእል ኢኻ። ንዕረፍቲ ድማ /ወይ CTO/PTO ክትጥቀሙሉ ትኽእል ኢኻ።
- ዕረፍቲ ኣብ ዝረኹብኩሉ እዋን እውን እንተ ኹን ናይ ሕማም ዕረፍቲ እረክብ ድየ?
  - ✓ እወ ደሞዝ ኣብ እትኽፈሎ ደረጃ ኣብ ዘለኻሉ እዋን ዕረፍቲ ኽትረክብ ኢኻ ንዕረፍቲ ድማ ክትምልከቶ ኢኻ።

## ብተደጋጋሚ ዚሕተት ሕቶታት

- እቲ ዝኣከብክዎ ግዜ ንዕረፍቲ ኣይሸፍኖን እዩ። እሞ ደኣ ኸመይ ገይረ እዩ ኸሸፈን ?
  - ✓ ሓንሳእ ምስ ሓመምካ ተወሳኺ ዕረፍቲ (ምስክር ወረቐት/ኣካዳምያዊ ኣመሓደርቲ) ተተካኢ ፍልልይ ክፍሊት (እተኸፋፈለ/ምምሕዳር) ወይ ከኣ ነቲ ዝተረፈ ዕረፍቲ ዚኸውን ናይ ወለዲ ፍልልይ ክፍሊት (ኣብ ትሕቲ ናይ ወለዲ ዕረፍቲ) ኸትረክብ ትኸእል ኢኻ። ንዕረፍቲ ሲ. ቲ. ኦ. ወይ ፒ. ቲ.
- ወደይ ኣዘዩ ሓመመ ። ንሓደ ወርሒ ኣብ ኒቸዩ ክጸንሑ ኢዮም። ንኸሸፍኖ እኹል ግዜ ዮብለይን ። ገለ ኣማራጺታት ኣሎኒዶ ?
  - ✓ እወ ። ንስኻ ወይ ውሉድካ "ንውሕ ዝበለ ግዜ ንህይወትና ኣብ ሓደጋ ዜእቱ" ዓይነት ሕክምና እንተ ኣልዩካ ካብ ቤትካ ኸትወጽእ ትኸእል ኢኻ። እዚ ኸኣ ናብ ዕረፍቲ ኸትከይድ ዜኸእለካ እተወፈዩ ናይ ሕሙማት ዕረፍቲ ንኸትጥቀሙሉ ዮኸእለካ።
- በዓላት ወይ ስራሕ ዘይብለይ መዓልታት ምስ ዕረፍቲ ዚወዳደር ድዩ?
  - ✓ ኣይፋልን. ካብ ናይ ስራሕ ዘይኮነ መዓልታት ኣብ ቈራሪ ወርሓት ወይ ኣብ ክረምቲ ዕረፍቲ ወይ በዓላት ካብቲ ዝሓመምካዮ ዕረፍቲ ኣይንንንክዮን ኢና። ኤፍ. ኤም. ኤፍ. ኤፍ.
- ዕረፍቲ ኣብ ዝረኸብኩሉ እዋን እንታይ ጥቕምታት እዩ ዜጋጥመኒ ?
  - ✓ ደሞዝ ዚኸፈሎ ዕረፍቲ ኸትረክብ ከለኻ እቲ እትረኽቦ ጥቕሚ ኪቕጽል እዩ። ንንውሕ ዝበለ ግዜ ብዘይ ክፍሊት ዕረፍቲ እንተ ወሲድካ ዝኹነ ይኹን ናይ ጥቕምታት ክፍሊት ኪቕጽል ሓላፍነት ኪስምዓካ ይኸእል እዩ።
- ናይ መንግስቲ ስንክልና (SDI) /እተኸፍለለይ ናይ ስድራቤት ዕረፍቲ (PFL) ብቕዕ ድዩ?
  - ✓ ኤስ. ጀይ. ሲ. ንመንግስቲ መድሕን ስንክልና ኣይከፍልን እዩ። ካብ ካልእ ኣስራሒ ብቕዕ ክትከውን ትኸእል ኢኻ ። ኩነታትካ ንምፍላጥ በጃኻ ብቐጥታ ምስ ኤ. ዲ.
- ኣብቲ ኣውራጃ ምሉእ ዓመት ኣይዓዮኹን/ ወይ ከኣ ኤፍ. ኤም. ኤፍ. ኤፍ. ካብ ሕርሲ ንኸወጽእ ብቕዕ ድዩ? ካብ ወለድና ንኸወጽእ ብቕዕ ድዩ ?
  - ✓ ብመሰረት እቲ ኣላዩ ሕክምና ዚህበካ መምርሒ ካብ ሕርሲ ኸትወጽእ ትኸእል ኢኻ።
  - ✓ ናይ ብሕቲ ኣድላዩነት ዕረፍቲ ኸሳዕ 30 መዓልቲ ኸትወስድ ትኸእል ኢኻ (ዝኹነ ይኹን ናይ ፒ. ኤን. ዕረፍቲ ንኸትሸፍን ዜጸግመካ ዕረፍቲ እንተ ኣልዩካ (ሕሙም ዕረፍቲ ኣብ ውሽጢ እተን ናይ መጀመርታ ሽዱሽተ (6) ወርሒ ውሱን እዩ።)
  - ✓ ካብ ወለድኻ ኸትወጽእ ኣይትኸእልን ኢኻ ።
  - ✓ ነተን ናይ መጀመርታ ሽዱሽተ ወርሒ ስራሕ ምስ ሓላፍካ ዝኹነ ይኹን ዕረፍቲ ኸትጥቀም ትኸእል ኢኻ
- ዕረፍቲ ኣብ ዝረኸብኩሉ እዋን ብዛዕባ ደሞዘይ ንመን ክዘረበም እኸእል?
  - ✓ [ክፍሊ ክፍሊት ደሞዝ](#) ኣብ ሓበሬታ ደሞዝ ኪሕግዘካ እዩ።
- መሕጸቢ ኸፍልታት ትህብ ዲኻ ?
  - ✓ እወ ። ብቐጥታ ምስ ክፍሊኻ ኣብ መሕጸቢ ኸፍሊ ኸትሰርሕ ትኸእል ኢኻ
    - ሳንታ ሮዛ ካምፓስ - ኣብ ናይ ተማሃሮ ኣገልግሎት ጥዕና እተዋህቦ ።
    - ፐታሎማ ካምፓስ - [ንመሕደሪ ዝኸውን ናይ ውልቀ - ሰባት ምድላዋት ንምግባር](#) በጃኻ ምስ ደኒዝ ኩፐር ኣካዶዲ ስራሕ ምዝገባን ተማሃሮ ኣገልግሎትን ተራኸብ ።
    - ሓበሬታ እንተ ደሊኻ ምስ ሊንዳ ጀይ ዝስማ ኸኢላ ሰብ ሞያ ሕክምና ተራኸብ ።
- ሕጂ እውን እንተ ኹነ ተደናጊረ ኣለኹ መን እዩ እሞ ንኸልእ ሕቶታተይ ኪምልሶ ዚኸእል ?
  - ✓ በጃኻ ምስ [ሊንዳ ጀይ](#) ክኢላ ሰብ ሞያ ሕክምና ተራኸብ

## ናይ ጥንሲ ሰሌዳ ግዜ ኣብነታት

ኣብዚ ኣብነት እዚ ኣደይ 1 ታሕሳስ እትምደበሉ ዕለት ኣለዎ። ብ15 ሕዳር ሓኪማ ኣብ ናይ ጥንሲ ስንክልና ዕረፍቲ (PDL) ኣእተዎ። እቲ ሕጻን ብ31 ታሕሳስ ተወልደ ኣደይ ከኣ ብ15 ለካቲት ካብ ስንክልና ተፈትሖት። ኣደይ ድሕሪ እቲ ኤፍ. ኤም. ኤል. ኣብ ሙወዳእታ እታ ዓመት እቲ ኣብ ዘይ ክፍሊት ናይ ምዕባይ ቈልዓ ዕረፍቲ ኸወሃባ እውን ሓተተት።

**ምስክር ወረቐት ናይ ሰራሕተኛ - ጥንሲ - ኤፍ. ኤም. ኤፍ. ኤፍ.**

15 ሕዳር	15 ለካቲት	16 ለካቲት	16 ግንቦት	17 ግንቦት	28 ግንቦት
ኤፍ. ኤም. ኤ. (12 ሰሙን)		ሲ. ኤፍ. ኣር./ ናይ ወለዲ ዕረፍቲ (12 ሰሙን)		ዘይክፈሎ ኣተዓባብታይ ቈልዑ	
ስንክልና ጥንሲ		ኣብ እዋን ሲ. ኤፍ. ኣር. /ወለዲ ሰራሕተኛ ናይ ሕሙማት ዕረፍቲ ኺጥቀም ወይ ከኣ ኣብ ትሕቲ ፒ. ኤል. ዲፈረንስ ፕይ (ብቐዕ እንተ ኹይኑ) ኪኸውን ይኽእል እዩ		ሰራሕተኛ ዘይክፈሎ ደረጃ ኣለዎ ምሉእ ዋጋ ረብሓታት ድማ ተሓታቲ ክኸውን ይኽእል ኣዩ	
ኣብ እዋን ፒ. ዲ. ኤን. ኤ.					

**ምስክር ወረቐት ምስክር እተገብረሉ ሰራሕተኛ - ጥንሲ - CFRA/FMLA ብቐዕ ኣይኩንን**

15 ሕዳር	15 ለካቲት	16 ለካቲት	16 ግንቦት	17 ግንቦት	28 ግንቦት
ስንክልና ሕርሲ/ጥንሲ		ዕረፍቲ ወለዲ (12 ሰሙን)		ዘይክፈሎ ኣተዓባብታይ ቈልዑ	
ኣብ እዋን ፒ. ዲ. ኤን. ኤ.		ኣብ እዋን ወለዲ ሰራሕተኛታት ኪረኽቡዎ ዚኽእሉ ናይ ሕሙማት ዕረፍቲ ኺጥቀሙ ወይ ከኣ ኣብ ትሕቲ እቲ ፒ. ኤል. ዲፈረንስ ፕይ (ብቐዕ እንተ ኹይኑ) ኪኸውን ይኽእሉ እዮም		ሰራሕተኛ ዘይክፈሎ ደረጃ ኣለዎ ምሉእ ዋጋ ረብሓታት ድማ ተሓታቲ ክኸውን ይኽእል ኣዩ	

ኣብዚ ኣብነት እዚ ኣደይ 1 ታሕሳስ እትምደበሉ ዕለት ኣለዎ። ብ15 ሕዳር ሓኪማ ኣብ ናይ ጥንሲ ስንክልና ዕረፍቲ (PDL) ኣእተዎ። እቲ ሕጻን ብ31 ታሕሳስ ተወልደ ኣደይ ከኣ ብ15 ለካቲት ካብ ስንክልና ተፈትሖት። ኣደይ ድሕሪ እቲ ኤፍ. ኤም. ኤል. እተምደበ ሰራሕተኛ - ጥንሲ - ኤፍ. ኤም. ኤም.

15 ሕዳር	15 ለካቲት	16 ለካቲት	16 ግንቦት
ኤፍ. ኤም. ኤ. (12 ሰሙን) ዕረፍቲ ሕርሲ		ሲ. ኤፍ. ኣር./ ናይ ወለዲ ዕረፍቲ (12 ሰሙን)	
ስንክልና ጥንሲ		ኣብ እዋን ሲ. ኤፍ. ኣር. /ወለዲ ሰራሕተኛ ናይ ሕሙማት ዕረፍቲ ኺጥቀም ወይ ከኣ ኣብ ትሕቲ ፒ. ኤል. ዲፈረንስ ፕይ (ብቐዕ እንተ ኹይኑ) ኪኸውን ይኽእል እዩ	
ኣብ እዋን ፒ. ዲ. ኤን. ኤ.			

**ኤፍ. ኤም. ኤም. ኤ.**

15 ሕዳር	15 ለካቲት	16 ለካቲት	16 ግንቦት
ስንክልና ሕርሲ/ጥንሲ		ሲ. ኤፍ. ኣር./ ናይ ወለዲ ዕረፍቲ (12 ሰሙን)	
ኣብ እዋን ፒ. ዲ. ኤን. ኤ.		ኣብ እዋን ሲ. ኤፍ. ኣር. /ወለዲ ሰራሕተኛ ናይ ሕሙማት ዕረፍቲ ኺጥቀም ወይ ከኣ ኣብ ትሕቲ ፒ. ኤል. ዲፈረንስ ፕይ (ብቐዕ እንተ ኹይኑ) ኪኸውን ይኽእል እዩ	

# እተሓብአ/ምምሕዳር

## ንመርአዪ ዚኸውን ናይ ሕርሲ ዕረፍቲ ደብዳቤ

ንሓለፍ

ካብ ሕርሲ ኸወጽእ ዝሓሰብክዎ ሓሳብ እዚ ዝስዕብ ኢዩ። ስለዚ ኩሉ ዕለታት ሕማም ስለ ዘለዎ ተወሳኺ ምልክታ ኸሳዕ ዚወሃብ ብገምጋም እዩ።

እታ ዝኣኸለትላ ዕለት 5 ሰነ 20XX እያ። እታ ናይ መወዳእታ መዓልቲ ስራሐይ ሰነይ 1 ሰነ 20XX ክትከውን እያ።

ብድምር 240 ሰዓት ናይ ሕሙማት ዕረፍቲ ተጠቂመ ናይ ኤፍ. ኤም. ኤም. እዚ ግዜ እዚ ሓኪመይ ንስራሐይ ኣብ ዚቕይዶ ዕለት እዩ ዚጅምር፤ ክሳዕ መወዳእታ እቲ ሓኪመይ ዝመደበኒ ሽዱሽተ ሰሙን ዚወስድ ዕረፍቲ ሕርሲ ድማ ኪውዳእ እዩ። ዕረፍቲ ሕርሲ ኸሳዕ 13 ሓምሌ 20XX ክነውሕ እጽብ እዩ።

[ኣማራጺ] ነቲ ኹብ 3 ነሓስ ክሳዕ 3 ነሓስ 20XX ዚበጽሕ ናይ ሕሙማት ዕረፍቲ ተጠቂመ ዕረፍቲ ኸናውሕ እደሊ እዩ።

[ኣማራጺ] ኣብ መወዳእታ እቲ ናይ ወለዲ ዕረፍቲ 120 ሰዓት ዝወስድ ዕረፍቲ ተጠቂመ ኣብ ትሕቲ ኤፍ. ኤም. ኤም. ኤፍ.

### ምስዚ ኣውራጃ እዚ ዚተሓሓዝ ጥቕሚ እንተ ኣልዩካ፡-

ኣነ ኣብ ዝነበርኩሉ እዋን ...

- ✓ ሕርሲ ናይ ወለዲ ዕረፍቲ ወይ ናይ ፒ. ኤን.
- ✓ ዘይክፈሎ ኣተዓባብያ ቕልዑ ንጥዕናይ ዚጠቅም ጥቕምታት በቲ ኣውራጃ ኣይክፈልን እዩ፣ ኣብዚ እዋን እዚ ድማ ነቲ እተኸፍለለይ ገንዘብ ብሓላፍነት እሕተተሉ እኸውን

ብ25 ነሓስ 20XX ናብ ስራሕ ክምለስ ሓሲብ ኣለኹ።

ናይ ሓኪም መዘኸሽሪታት ናብ ክፍሊ ሰብኣዊ ረድኤት (HR) ክህቡ ኢዮ ሰብ ሞያ ሕክምና ነቲ ናይ ዘይነበርኩሉ ፎርም ከም ዝዘዘምን ንኸምርምሮን ንኸፍርመካን ናባኸትኩም ከም ዝሰድድን ድማ ክርዳእ ኢዮ።

ተወሳኺ ነገር ዜድልዩካ እንተ ኹይኑ በጃኻ ንገሩኒ። ስለቲ ኹብ ሕርሲ ምውጻእ ዝገበርኩምለይ ደገፍ ኣቕዲመ ኣመስግነኩም።

CC - ሊንዳ ጀይ ሰብኣዊ ምንጫ

# ኮለጅ

## ንመርአዪ ዚኸውን ናይ ሕርሲ ዕረፍቲ ደብዳቤ

ናብ ኣመሓዳሪ ክፍልን ዲንን

ካብ ሕርሲ ክወጽእ ዝሓሰብክዎ ሓሳብ እዚ ዝስዕብ ኢዩ። ስለዚ ኩሉ ዕለታት ሕግም ስለ ዘለዎ ተወሳኺ ምልክታ ክሰዕ ዚወሃብ ብገምጋም እዩ።

እታ እተመዘዝኩላ ዕለት 5 መስከረም 20XX እያ። እታ ናይ መወዳእታ መዓልቲ ስራሓይ ሰሉስ 1 መስከረም 20XX ክትከውን እያ።

ብድምር 240 ሰዓት ናይ ሕሙማት ዕረፍቲ ተጠቐመ ናይ ኤፍ. ኤም. ኤም. እዚ ግዜ እዚ ሓኪመይ ንስራሓይ ኣብ ዚቕይዶ ዕለት እዩ ዚጅምር፤ ክሰዕ መወዳእታ እቲ ሓኪመይ ዝመደበኒ ሽዱሽተ ሰሙን ዚወስድ ዕረፍቲ ሕርሲ ድማ ኪውዳእ እዩ። ዕረፍቲ ሕርሲ ክሰዕ 13 ጥቅምቲ 20XX ክነውሕ እጽብ እዩ።

[ኣማራጺ] ኣብ መወዳእታ ናይ ሕርሲ ዕረፍቲ ተወሳኺ CFRA/Parental ብሕታዊ ኣድላይነት ከምኡውን/ወይ ብዘይ ክፍሊት ዕረፍቲ ክሰዕ 30 ሕዳር 20XX ክወስድ እደሊ ኢዩ።

ምስዚ ኣውራጃ እዚ ዚተሓሓዝ ጥቕሚ እንተ ኣልዩካ:-

ኣነ ኣብ ዝነበርኩሉ እዋን ...

- ✓ ሕርሲ ናይ ወለዲ ዕረፍቲ ወይ ናይ ፒ. ኤን.
- ✓ ብዘይ ክፍሊት ናይ ጥዕና ጥቕመይ በቲ ኣውራጃ ኣይክፈልን ኢዩ ኣብዚ እዋን እዚ ድማ ነቲ ዝኸፍሎ ገንዘብ ብሓላፍነት ክሕተተሉ እኽእል ኢዩ

ብ1 ታሕሳስ 20XX ናብ ስራሕ ክምለስ ሓሲቦ ኣለኹ።

ናይ ሓኪም መዘኻኸሪታት ናብ ክፍሊ ሰብኣዊ ረድኤት (HR) ክህቦ ኢዩ ሰብ ሞያ ሕክምና ነቲ ናይ ዘይነበርኩሉ ፎርም ከም ዝዘዘምን ንክምርምሮን ንክፍርመካን ናባኻትኩም ከም ዝሰድዶን ድማ ክርዳእ ኢዩ።

ተወሳኺ ነገር ዜድልዩካ እንተ ኹይኑ በጃኻ ንገሩ። ስለቲ ኹብ ሕርሲ ምውጻእ ዝገበርኩምለይ ደገፍ ኣቐዲመ ኣመስግነኩም።

CC - ሊንዳ ጀይ ሰብኣዊ ምንጫ

# ተሓባባሪ ኮለጅ

## ንመርዳዪ ዚኸውን ናይ ሕርሲ ዕረፍቲ ደብዳቤ

ናብ ኣመሓዳሪ ክፍልን ዲንን

ካብ ሕርሲ ክወጽእ ዝሓሰብኩዎ ሓሳብ እዚ ዝስዕብ ኢዩ። ኩሉ ዕለታት ሕግም ስለ ዘለዎ ተወሳኺ ምልክታ ክሰዕ ዚወሃብ ብገምጋም እዩ።

እታ እተመዘዝኩላ ዕለት 5 መስከረም 20XX እያ። እታ ናይ መወዳእታ መዓልቲ ስራሓይ ሰሉስ 1 መስከረም 20XX ክትከውን እያ።

ብድምር 36 ሰዓት ናይ ሕግም ዕረፍቲ ክጥቀም እዩ። (እንተ ዘይፈለጥካ ሰዓታት ኣየድልን እዩ።) እዚ ግዜ እዚ ሓኪመይ ንስራሓይ ኣብ ዚቕይዶ ዕለት እዩ ዚጅምር፣ ክሰዕ መወዳእታ እቲ ሓኪመይ ዝመደበኒ ሽዱሽተ ሰሙን ዚወስድ ዕረፍቲ ሕርሲ ድማ ኪውዳእ እዩ። ዕረፍቲ ሕርሲ ክሰዕ 13 ጥቅምቲ 20XX ክነውሕ እጽብ እዩ።

[ኣማራጺ] ኣብ መወዳእታ ናይ ሕርሲ ዕረፍቲ ካብ 30 ሕዳር 20XX ተወሳኺ ናይ ወለዲ ብሕታዊ ኣድላዪነት ከምኡውን/ወይ ብዘይ ክፍሊት ዕረፍቲ ክወስድ እደሊ ኢዩ።

### ምስዚ ኣውራጃ እዚ ዚተሓሓዝ ጥቕሚ እንተ ኣልዩካ:-

ኣነ ኣብ ዝነበርኩሉ እዋን ...

- ✓ ናይ ወለዲ ዕረፍቲ ወይ ናይ ፒ. ኤን.
- ✓ ብዘይ ክፍሊት ናይ ጥዕና ጥቕመይ በቲ ኣውራጃ ኣይክፈልን ኢዩ ኣብዚ እዋን እዚ ድማ ነቲ ዝኸፍሎ ገንዘብ ብሓላፍነት እሕተተሉ ኢዩ

ብ1 ታሕሳስ 20XX ናብ ስራሕ ክምለስ ሓሲብ ኣለኹ።

ናይ ሓኪም መዘኻኸሪታት ናብ ክፍሊ ሰብኣዊ ረድኤት (HR) ክህቦ ኢዩ ሰብ ሞያ ሕክምና ነቲ ናይ ዘይነበርኩሉ ፎርም ከም ዝዘዘምን ንክምርምሮን ንክፍርመካን ናባኻትኩም ከም ዝሰድዶን ድማ ክርዳእ ኢዩ።

ተወሳኺ ነገር ዜድልዩካ እንተ ኹይኑ በጃኻ ንገሩ። ስለቲ ካብ ሕርሲ ዝወጸኩሉ ደገፍን ስምረትን ኣቐዲምካ ኣመስግነኩም።

CC - ሊንዳ ጀይ ሰብኣዊ ምንጫ

# ካብ ኣቦ ምውጻእ ናይ መርኣዪ ደብዳቤ

ናብ ተቋሙ ወይ ናብ ኣመሓዳሪ ክፍልን ዲንን

ካብ ኣቦ ንክወጽእ ዘሎኒ ዕላማ እዚ ዝስዕብ ኢዩ። ኩሉ ዕለታት ሕማም ስለ ዘለዎ ተወሳኺ ምልክታ ክሰዕ ዚወሃብ ብገምጋም እዩ

መገለግልተይ/ሰበይተይ ብገምጋም 1 ጥቅምቲ 20XX ክትወልድ ከላ ን6 ሰሙን ዕረፍቲ ኣቦ ክወስድ እዩ። ሕጻን ምስ ተወልደ እቲ ናይ መጀመርታ ዕለት ኪቐየር ይክእል እዩ። ብዛዕባ ደረጃይ ክመክረካ እዩ።

ን240 ሰዓት ዕረፍቲ ክጥቀመሉ እዩ። (እንተ ዘይፈለጥካ ሰዓታት ኣየድልን እዩ።) ኣብዚ ግዜ እዚ ብናይ ሕሙማት ዕረፍቲ ከምኡውን/ወይ ናይ ወለዲ ተወሳኺ ናይ ሕሙማት ዕረፍቲ/መተካእታ ፍልልይ ክፍሊት ክክፈል ኢዩ።

[ኣማራጺ ናይ ወለዲ ዕረፍቲ ተወሳኺ ናይ ሕሙማት ዕረፍቲ/ተተካኢ ናይ ፍልልይ ክፍሊት] ይርደኣኒ:

- ዕረፍቲ ክትከይድ ከለኻ ተተካኢ ቈጻርካኒ ኢኻ። ስለዚ ዝኹን ይኹን ነቲ ተተካኢ ዚክፈል ደሞዝ ካብ ደሞዘይ ብ50 ሚእታዊት ኪንኪ ኹሎ ኣብ ትሕቲ እቲ ናይ ወለዲ ዕረፍቲ ተወሳኺ ሕማም ዕረፍቲ/ተተካኢ ፍልልይ ዚክፈል ክፍሊት ከኣ ካብ 50% ኣይንኪንኪን እዩ። ወይ
  - [ኣማራጺ ክላሲፊድ ክኢላታት] ዕረፍቲ ክትረክቡ ክለኹም ተተካኢ ቈጻርኩምላይ ኢኹም። ስለዚ ምሉእ ደሞዝ ምእንቲ ክረክብ 150 ሰዓት ናይ ሕሙማት ዕረፍቲ 90 ሰዓት ዕረፍቲ ድማ ናብዚ ዕረፍቲ እዚ ክጥቀም እዩ።
- ወይ
- ዚትክኣኒ ኣይኪቐጻርን እዩ። ስለዚ
    - እተክፋፈሉ ክኢላታት፡- ኣብዚ እዋን እዚ ምሉእ ደሞዘይ ክቐበል እዩ
    - ኣባላት ከለጅ፡- ኣብ ዝኹን ይኹን ክፍሊ እንተ ዘይተማሃረ በቲ ኣብ 1ይ ክፍል ዚርከብ ክፍሊ ደሞዘይ ክቐንጠጥ እዩ።

ብ13 ሕዳር 20XX ናብ ስራሕ ክምለስ ሓሲቦ ኣለኹ።

ሰብ ሞያ ሕክምና ነቲ ናይ ዘይነበርኩሉ ፎርም ከም ዚውድኡን ንኺምርምሩኹን ንኺፍርሙኹን ናባኻትኩም ከም ዚሰድዶምን ተረዲኡኒ እዩ።

ተወሳኺ ነገር ዜድልየካ እንተ ኹይኑ በጃኻ ንገሩኒ። ስለቲ ኹብ ሕርሲ ዝወጸኡሉ ደገፍን ስምረትን ኣቐዲምካ ኣመስግነኩም።

CC - ሊንዳ ጀይ ሰብኣዊ ምንጫ

ኣብ ቲግሪንያ ሓበሬታ ወይ ፎርም ኤፍ. ኤም. ኤ. 1-866-487-9243 ክትድውል ወይ ከኣ  
WHDNOComm@dol.gov ኢ-መይል ክትልእኽ ትኽእል ኢኻ። ነቲ ሓበሬታ ብዘይ ክፍሊት በቲ እትመርጹ  
ቋንቋ ኪህብዎ እዮም።

# CERTIFICATION OF HEALTH CARE PROVIDER

for Pregnancy Disability Leave, Transfer and/or Reasonable Accommodation



Employee 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, loss or end of pregnancy, or post-partum depression), this patient needs (check all appropriate category boxes):

TIME OFF FOR MEDICAL APPOINTMENTS

When: \_\_\_\_\_ Duration: \_\_\_\_\_

DISABILITY LEAVE (Because of a patient's pregnancy, childbirth or a related medical condition, patient cannot perform one or more of the essential functions of patient's job or cannot perform any of these functions without undue risk to self, to successful completion of the pregnancy, or to other persons)

Beginning (Estimate): \_\_\_\_\_ Ending (Estimate): \_\_\_\_\_

INTERMITTENT LEAVE

Specify the intermittent leave schedule: \_\_\_\_\_

Beginning (Estimate): \_\_\_\_\_ Ending (Estimate): \_\_\_\_\_

REDUCED WORK SCHEDULE

Specify the reduced work schedule: \_\_\_\_\_

Beginning (Estimate): \_\_\_\_\_ Ending (Estimate): \_\_\_\_\_

TRANSFER/BE ASSIGNED TO A LESS STRENUOUS OR HAZARDOUS POSITION OR DUTIES

Specify the medically advisable position/duties: \_\_\_\_\_

Beginning (Estimate): \_\_\_\_\_ Ending (Estimate): \_\_\_\_\_

REASONABLE ACCOMMODATION(S)

Specify (can include, but is not limited to, modifying lifting requirements, providing more frequent breaks, or providing a stool or chair): \_\_\_\_\_

Beginning (Estimate): \_\_\_\_\_ Ending (Estimate): \_\_\_\_\_

<b>Printed Name of Health Care Provider:</b> _____	
_____	_____
MEDICAL HEALTH CARE SPECIALTY	LICENSE NUMBER
_____	_____
SIGNATURE OF HEALTH CARE PROVIDER	DATE

Authority Cited: Government Code sections 12935(a) and 12945  
Reference: Government Code sections 12940 and 12943; FMLA, 29 U.S.C. § 2601, et seq.; FMLA regulations, 29 C.F.R. § 825

CRD-E11P-ENG / September 2022

# FAMILY CARE AND MEDICAL LEAVE



## FACT SHEET

The Fair Employment and Housing Act (FEHA), enforced by the Department of Fair Employment and Housing (DFEH), contains family care and medical leave provisions for California employees.

These leave provisions are known as the California Family Rights Act (CFRA). All employers must provide information about CFRA to their employees and post this information in a conspicuous place where employees tend to gather. A poster that meets this requirement is available on DFEH's "Posters, Brochures and Fact Sheets" webpage ([www.dfeh.ca.gov/posters/](http://www.dfeh.ca.gov/posters/)).

### LEAVE REQUIREMENTS

- To be eligible for CFRA leave, an employee must have more than 12 months of service at an employer of five or more full- or part-time employees, and have worked at least 1,250 hours for that employer in the 12-month period before the leave begins.
- An eligible employee may take job-protected leave to bond with a new child<sup>1</sup> by birth, adoption, or foster care placement, within one year of the child's birth, adoption, or foster placement.
- An eligible employee may take job-protected leave to care for a child, spouse, domestic partner, parent<sup>2</sup>, grandparent, grandchild, or sibling with a serious health condition. CFRA leave may also be taken for the employee's own serious health condition.
- An eligible employee may take job-protected leave

1 "Child" means a biological, adopted, or foster child, a stepchild, a legal ward, or a child of an employee or the employee's domestic partner, or a person to whom the employee stands in loco parentis.

2 "Parent" includes a biological, foster, or adoptive parent, a parent-in-law, a stepparent, a legal guardian, or other person who stood in loco parentis to the employee when the employee was a child.

for a qualifying exigency related to the covered active duty or call to covered active duty of a spouse, domestic partner, child, or parent in the Armed Forces of the United States.

- Employees may take leave of up to 12 work weeks in a 12-month period, proportional to an employee's normal work schedule. The leave does not need to be taken in one continuous period of time.

### EMPLOYEE'S OBLIGATIONS

- An employer may require an employee to provide 30 days' advance notice of the need for CFRA leave. When this is not possible due to the unexpected nature of the qualifying event, notice should be given as soon as practicable. Notice can be written or verbal and should include the timing and the anticipated duration of the leave, but an employer may not require disclosure of an underlying diagnosis. An employer must respond to a leave request as soon as possible and no later than 5 business days.
- The employer may require written certification from the health-care provider of the individual with a serious health condition stating the reasons for the leave and the probable duration of the condition. However, the health-care provider may not disclose the underlying diagnosis without the consent of the patient.

### SALARY AND BENEFITS DURING CFRA LEAVE

- Employers are not required to pay employees during a CFRA leave, but some employers do. In addition, an employee will be paid for any accrued paid time off they elect or are required to use. An employer may require an employee who is taking leave to care for a seriously ill family member or to bond with a new child to use accrued vacation time or other accumulated paid leave other than sick time, unless the employee

# FAMILY CARE AND MEDICAL LEAVE

# DFEH



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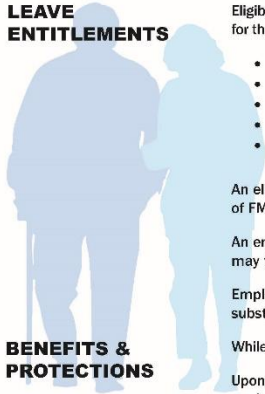
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# EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

## LEAVE ENTITLEMENTS



Eligible employees who work for a covered employer can take up to 12 weeks of unpaid, job-protected leave in a 12-month period for the following reasons:

- The birth of a child or placement of a child for adoption or foster care;
- To bond with a child (leave must be taken within one year of the child's birth or placement);
- To care for the employee's spouse, child, or parent who has a qualifying serious health condition;
- For the employee's own qualifying serious health condition that makes the employee unable to perform the employee's job;
- For qualifying exigencies related to the foreign deployment of a military member who is the employee's spouse, child, or parent.

An eligible employee who is a covered servicemember's spouse, child, parent, or next of kin may also take up to 26 weeks of FMLA leave in a single 12-month period to care for the servicemember with a serious injury or illness.

An employee does not need to use leave in one block. When it is medically necessary or otherwise permitted, employees may take leave intermittently or on a reduced schedule.

Employees may choose, or an employer may require, use of accrued paid leave while taking FMLA leave. If an employee substitutes accrued paid leave for FMLA leave, the employee must comply with the employer's normal paid leave policies.

While employees are on FMLA leave, employers must continue health insurance coverage as if the employees were not on leave.

Upon return from FMLA leave, most employees must be restored to the same job or one nearly identical to it with equivalent pay, benefits, and other employment terms and conditions.

An employer may not interfere with an individual's FMLA rights or retaliate against someone for using or trying to use FMLA leave, opposing any practice made unlawful by the FMLA, or being involved in any proceeding under or related to the FMLA.

An employee who works for a covered employer must meet three criteria in order to be eligible for FMLA leave. The employee must:

- Have worked for the employer for at least 12 months;
- Have at least 1,250 hours of service in the 12 months before taking leave;\* and
- Work at a location where the employer has at least 50 employees within 75 miles of the employee's worksite.

\*Special "hours of service" requirements apply to airline flight crew employees.

## BENEFITS & PROTECTIONS

## ELIGIBILITY REQUIREMENTS

## REQUESTING LEAVE

Generally, employees must give 30-days' advance notice of the need for FMLA leave. If it is not possible to give 30-days' notice, an employee must notify the employer as soon as possible and, generally, follow the employer's usual procedures.

Employees do not have to share a medical diagnosis, but must provide enough information to the employer so it can determine if the leave qualifies for FMLA protection. Sufficient information could include informing an employer that the employee is or will be unable to perform his or her job functions, that a family member cannot perform daily activities, or that hospitalization or continuing medical treatment is necessary. Employees must inform the employer if the need for leave is for a reason for which FMLA leave was previously taken or certified.

Employers can require a certification or periodic recertification supporting the need for leave. If the employer determines that the certification is incomplete, it must provide a written notice indicating what additional information is required.

## EMPLOYER RESPONSIBILITIES


Once an employer becomes aware that an employee's need for leave is for a reason that may qualify under the FMLA, the employer must notify the employee if he or she is eligible for FMLA leave and, if eligible, must also provide a notice of rights and responsibilities under the FMLA. If the employee is not eligible, the employer must provide a reason for ineligibility.

Employers must notify its employees if leave will be designated as FMLA leave, and if so, how much leave will be designated as FMLA leave.

## ENFORCEMENT

Employees may file a complaint with the U.S. Department of Labor, Wage and Hour Division, or may bring a private lawsuit against an employer.

The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective bargaining agreement that provides greater family or medical leave rights.





For additional information or to file a complaint:

# 1-866-4-USWAGE

(1-866-487-9243) TTY: 1-877-889-5627

## www.dol.gov/whd

U.S. Department of Labor | Wage and Hour Division





# Free on-demand care for your parenthood journey

SISC is providing PPO members with free access to Maven virtual care for pregnancy and postpartum support. Use Maven for 24/7 access to doctors, specialists, coaches, and trustworthy content tailored to your experience.



Free 6-month diaper subscription for SISC PPO members who:

- Enroll during their first or second trimester
- Have an intro call with a Care Advocate
- Have two appointments with Maven providers during pregnancy
- Complete the exit survey when their baby is born

### What is Maven?

Maven offers 24/7 virtual access to one-on-one maternity and postpartum support. Eligible SISC PPO members are matched with a Care Advocate who connects them to trustworthy maternity and postpartum content.

### How do I use Maven?

Download and log into the Maven Clinic app to access maternity and postpartum doctors, specialists, coaches, mental health experts, and so much more.

## Support at every stage of your journey

### Pregnancy

- ✓ Midwives, OB-GYNs, Doulas
- ✓ Birth Planning
- ✓ Prenatal Nutritionists
- ✓ Mental Health Specialists
- ✓ Loss Support

### Postpartum

- ✓ Infant Care Advice
- ✓ Pediatricians
- ✓ Lactation Counseling
- ✓ Infant Sleep Coach

### Return to work

- ✓ Emotional Support
- ✓ Back-to-Work Support
- ✓ Career Coaching



To activate your membership:  
 Download the Maven Clinic app  
 Visit [mavenclinic.com/join/SISC](https://mavenclinic.com/join/SISC)  
 Scan the QR code

Enrollment is confidential and will not be shared with your employer.



New members get a Maven Welcome Box when they enroll!

# LEAVE FROM WORK AFTER A REPRODUCTIVE LOSS



Civil Rights  
Department  
STATE OF CALIFORNIA

## FACT SHEET

The Fair Employment and Housing Act (FEHA), enforced by the Civil Rights Department (CRD), protects the right of most California employees to take up to five days of leave from work after a reproductive loss. This fact sheet discusses who is eligible to take reproductive loss leave, when they can take it, how much leave is available to them, and whether they can get paid while they are out. It also covers protections against retaliation related to reproductive loss leave and what an employee can do if their employer does not follow the law. For more information, see [Government Code section 12945.6](#).

## DEFINITIONS

A reproductive loss event is any of the following:

- Miscarriage
- Stillbirth
- Failed adoption – for example, if a mother or legal guardian breaches an adoption agreement or if an adoption is not finalized for another reason
- Failed surrogacy – for example, if a surrogate breaches or dissolves a surrogacy agreement, or if an embryo transfer fails
- Unsuccessful assisted reproductive technology – for example, a failed intrauterine insemination or embryo transfer

## ELIGIBILITY

- Employees who work for public employers of any size – or private employers with five or more employees – and have worked for the employer for at least 30 days before taking leave are eligible.
- An employee can take leave following their own reproductive loss event or that of another person – such as a spouse or

partner – if the employee would have been the parent of the child born or adopted.

- It is against the law for an employer to interfere with or deny an employee's right to take leave after a reproductive loss if they meet the above criteria.

## TIMING AND DURATION OF LEAVE

The law requires employers to provide eligible employees with a minimum of five days of leave for a reproductive loss event. Employees can, but do not have to, take their leave days consecutively. This means they can choose to take all five days at once or break up the days over a longer period, as long as their leave is completed within three months of the reproductive loss event.

If an employer has an existing leave policy that applies to reproductive loss events, the employee must take reproductive loss leave under that policy. An employer's policy can provide for more leave than the legally required minimum.

When a reproductive loss event occurs over multiple days, the law treats it as one event.

If an employee experiences more than one reproductive loss event in a year, they are

entitled to no more than 20 days of reproductive loss leave in that one-year period unless an individual employer's leave policy provides for more time.

Reproductive loss leave is separate from, and in addition to, other types of leave to which employees are entitled. Examples include, leave to care for one's own serious health condition or that of certain family members available under the California Family Rights Act (CFRA) and Family and Medical Leave Act (FMLA), or leave for disabilities related to [pregnancy or childbirth](#) available under FEHA. If an employee is on

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# REPRODUCTIVE LOSS LEAVE



Civil Rights  
Department  
STATE OF CALIFORNIA

## FACT SHEET

another type of leave during the reproductive loss event, they can take reproductive loss leave within three months of finishing the other form of leave.

### PAY DURING REPRODUCTIVE LOSS LEAVE

Some employers have paid leave policies that cover reproductive losses. Employers that do not have an applicable paid leave policy must let employees use any available vacation time, sick days, personal days, or PTO to cover their reproductive loss leave so they can get paid. Otherwise, reproductive loss leave may be unpaid.

### RIGHT TO CONFIDENTIALITY

In general, employers are required to keep confidential any information an employee provides when exercising their right to reproductive loss leave. Employers are, however, allowed to disclose this information when required by law or to internal personnel or legal counsel when necessary. The law does not require an employee to submit documentation in support of their leave request.

### UNLAWFUL RETALIATION

It is against the law for an employer to retaliate against an employee who exercises their right to reproductive loss leave. This means an employer cannot fire, demote, fine, suspend, discipline, or otherwise discriminate against someone for requesting or taking reproductive loss leave.

In addition, an employer cannot retaliate against an employee for testifying about their own – or someone else's – reproductive loss leave during a legal proceeding involving this right.

### FILING A COMPLAINT

If an employee thinks their employer violated their right to reproductive loss leave, or retaliated against them in relation to this type of leave, they have three years to file a complaint with CRD. CRD will issue a right-to-sue so the employee can pursue their case in civil court. They cannot file an employment discrimination lawsuit in court without receiving a right-to-sue from CRD. CRD may also investigate the complaint.

If, after an investigation, CRD finds reasonable cause that the employer broke the law, it may require the parties to go to mediation in order to try reach a settlement and, if the complaint can't be settled, CRD may file a lawsuit on behalf of the employee. Possible remedies include:

- Forcing the employer to change its policies or practices
- Getting the worker hired or re-hired
- Requiring the employer to undergo training
- Damages (money) for emotional distress

An employee can file a complaint in one of three ways:

- Online by creating an account and using our interactive [California Civil Rights System \(CCRS\)](#)
- By mail using a printable [intake form](#)
- By calling our communication center at 800.884.1684 (Toll Free), 800.700.2320 (TTY), or California's Relay Service at 711

CRD can provide reasonable accommodations for people with disabilities during the complaint process.

For translations of this guidance, visit: [calcivilrights.ca.gov/posters/employment](https://calcivilrights.ca.gov/posters/employment)

This guidance is for informational purposes only, does not establish substantive policy or rights, and does not constitute legal advice.

CRD-E18P-ENG / January 2024



## About Paid Family Leave

Paid Family Leave program was created for those moments that matter. Benefits are available to care for a seriously ill family member, to bond with a new child, or to participate in a qualifying military event.

## Facts About Paid Family Leave

- Provides up to eight weeks of partial-wage-replacement benefits. Leave doesn't have to be taken all at once.
- Provides approximately 70 to 90 percent of your weekly salary.
- Funded through your State Disability Insurance tax withholding, noted as "CASDI" on paystubs, or a qualifying voluntary plan paid into in the past 5 to 18 months.
- To bond with a new child, leave can be taken anytime within the first 12 months of a child entering your family.
- Citizenship and immigration status do not affect eligibility.

## What if My Claim Is Denied?

- If your claim is denied, you have the right to:
- Know the reason for denial.
  - Appeal decisions about your eligibility for benefits. Visit Appeals ([edd.ca.gov/em/Disability/Appeals](http://edd.ca.gov/em/Disability/Appeals)) for information.
- All claim information is confidential except for purposes allowed by law.



## Paid Family Leave

Be there for the moments that matter.

- English 1-877-238-4373
- Spanish 1-877-379-3819
- Cantonese 1-866-692-5595
- Vietnamese 1-866-692-5596
- Armenian 1-866-627-1567
- Punjabi 1-866-627-1568
- Tagalog 1-866-627-1569
- TTY 1-800-445-1312

Visit a [Paid Family Leave or State Disability Insurance Office \(edd.ca.gov/em/Disability/Contact\\_SDI\)](#) near you to obtain claim forms, receive information, or speak to a representative.

For more information, visit: [edd.ca.gov/PaidFamilyLeave](http://edd.ca.gov/PaidFamilyLeave)

The EDD is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Requests for services, aids, and/or alternate formats need to be made by calling 1-866-490-8879 (voice). TTY users, please call the California Relay Service at 711.



PAID FAMILY LEAVE



Helping Californians be present for the moments that matter.





## Do I Qualify for Paid Family Leave?

To qualify for Paid Family Leave benefits, you must:

- Take time off from work to care for a seriously ill family member, to bond with a new child or to participate in a qualifying military event.
- Be covered by State Disability Insurance or a voluntary plan in lieu of State Disability Insurance.
- Have earned at least \$300 in the past 5 to 18 months.
- Submit your claim no later than 41 days after you begin your family leave. Do not file before your first day of leave.

## How Are Benefit Amounts Calculated?

Benefits are 70 to 90 percent of your highest quarterly earnings 5 to 18 months before your claim begins.

Estimate your benefits at [Disability Insurance and Paid Family Leave Calculator](http://edd.ca.gov/PFL_Calculator) ([edd.ca.gov/PFL\\_Calculator](http://edd.ca.gov/PFL_Calculator)).

## How Do I Apply for Benefits?

You can apply for Paid Family Leave benefits at [myedd.edd.ca.gov](http://myedd.edd.ca.gov).

To file by mail, you must complete and submit a [Claim for Paid Family Leave \(PFL\) Benefits \(DE 2501F\)](#) form. Learn more at [File a Paid Family Leave Claim by Mail](#) ([edd.ca.gov/en/disability/How\\_to\\_File\\_a\\_PFL\\_Claim\\_by\\_Mail](http://edd.ca.gov/en/disability/How_to_File_a_PFL_Claim_by_Mail)).

## Caregiving Claims

Provide medical certification for your seriously ill family member who requires your care. This certification needs to be from their licensed health professional. You must also provide information about the family member you are caring for and their signature.

## Bonding Claims

Provide documents that show your relationship to your child. This can be a copy of your child's birth certificate, adoptive placement agreement, or foster care placement record.

If you are currently receiving pregnancy-related Disability Insurance benefits, it is not necessary to request a Paid Family Leave claim form. The form to file for bonding will be sent through your [myEDD](#) account or by mail when your pregnancy-related disability claim ends.

## Military Assist Claims

Military assist claims require two types of supporting documents. This can be proof of covered active duty or call to covered active duty and documentation of the qualifying event.

## Voluntary Plans

If you are covered by a voluntary plan, contact your employer for information about your coverage and instructions on how to apply for benefits.

## Does Paid Family Leave Provide Job Protection?

Paid Family Leave does not provide job protection. Job protection may be provided if you qualify under other laws:

- Federal Family and Medical Leave Act ([dol.gov/agencies/whd/fmla](http://dol.gov/agencies/whd/fmla)).
- California Family Rights Act, [Civil Rights Department](http://CivilRightsDepartment(calcivilrights.ca.gov) ([calcivilrights.ca.gov](http://calcivilrights.ca.gov)).

Notify your employer of your plan to take leave and the reason for taking leave according to your company's policy.