

Tamara Devitt in HR Magazine: California's Working Parents Can Take School-Related Leave

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HR Magazine quoted Haynes Boone Partner [Tamara Devitt](#) in an article about policies employers should consider in relation to child-related leave laws in California.

Here is an excerpt:

It's a good idea for employers to develop and refer to a checklist of the various applicable laws for each leave request, said Tamara Devitt, an attorney with Haynes Boone in Los Angeles. It is also important to train front-line supervisors to recognize that different requests may trigger different obligations, she said.

Paid Sick Leave and Kin Care

Under California's Healthy Workplaces Healthy Families Act, eligible workers must be allowed to take up to three paid sick days per year to care for themselves or a family member.

Additionally, many municipalities have their own paid-sick-leave laws that may provide more generous benefits. Local laws might list specific reasons that apply to child-related leave, Devitt said. For example, San Diego's paid-sick-leave law allows employees to take time off when a child's school is closed because of a public-health emergency.

Tips for Employers

"It goes without saying that employers should make sure that they are complying with all applicable laws," Devitt said. "But because of the nuances and different—and sometimes changing—statutory requirements, employers need to be particularly conscientious about applicability."

Employers should also make sure to comply with the posting and notice requirements under many leave laws and keep up to date on any changes in the law, she added. ...

To read the full article, click [here](#).