An amendment to the California Labor Code mandating temporary leaves of absence for firefighters, reserve peace officers, and emergency rescue personnel (Labor Code Section 230.4) will become effective on January 1, 2014. A.B. 11, signed by Governor Jerry Brown, amends the Labor Code to require employers with at least 50 employees to provide temporary leaves of absence of up to 14 days per calendar year to employees who serve as volunteer firefighters, reserve peace officers or emergency rescue personnel for the purpose of engaging in fire, law enforcement or emergency rescue training. The prior legislation applied only to volunteer firefighters and did not cover “emergency rescue training.”

Under the new law, employers are prohibited from discharging, demoting, suspending or otherwise discriminating against employees who take time off to engage in fire, law enforcement, or emergency rescue training. Aggrieved employees may file a complaint with the Labor Commissioner and are entitled to reinstatement, lost wages and work benefits for violations.

California employers should consider updating their leave policies to include the additional categories of employees eligible for this leave. Training supervisors regarding the expansion of this law also should be considered.

If you have any questions about this or other workplace developments, please contact the Jackson Lewis attorney with whom you regularly work.
offers strategic guidance and tactical tips on how to defend such claims. Our latest issue covers the following topics: Who gets notice of a collective action — and why it matters Arbitration agreements Considerations...

June 27, 2019

Paid Sick Leave in Dallas and San Antonio Effective August 1

Municipal ordinances mandating that employers provide paid sick leave to employees in Dallas and San Antonio will take effect as scheduled on August 1, 2019. Employers should be prepared to comply with the new paid sick leave ordinances by the effective date (for most employers, explained below). Efforts in the most recent Texas...

June 17, 2019

Massachusetts Officially Amends Paid Family Leave Law; Announces Other Changes

After announcing an agreement to delay the start of contributions under the Massachusetts Paid Family and Medical Leave Act (PFMLA), the legislature passed a bill amending the law that the Governor subsequently signed and enacted on June 13, 2019. As announced, PFMLA contributions will begin on October 1, 2019, rather than July 1, 2019...

Related Practices

Disability, Leave and Health Management

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