

CLIENT NEWS BRIEF

New Law Increases Paid Parental Bonding Leave for Community College Employees

Beginning January 1, 2015, Assembly Bill (AB) 1606 will allow academic and classified community college employees to use up to 30 days of paid sick leave to bond with a newborn or newly adopted child.

Under prior law, academic employees at community colleges could use up to 6 days of earned sick leave for personal reasons or personal necessity. Similarly, contract and permanent classified employees could use up to 7 days of earned sick leave for personal necessity, unless a collective bargaining agreement or board resolution granted more days.

This bill increases the number of days both academic and classified employees may use specifically to bond with a newborn or newly adopted child to up to 30 days. For biological parents, the leave may be taken within the first year of the child's birth. For adoptive parents, the leave may be taken within the first year of the adoption.

The bill adds Education Code sections 87784.5 and 88207.5 and takes effect on January 1, 2015. However, if the bill's provisions conflict with a collective bargaining agreement in effect before January 1, 2015, then the bill will not take effect until expiration or renewal of the agreement.

For questions about this new law or the leave rights of community college employees generally, please contact one of our [eight offices](#) located statewide. You can also visit our [website](#), follow us on [Facebook](#) or [Twitter](#), or download our [Client News Brief App](#).

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