



Effective Date: 10/19/10

Periodic Review:

References: Unemployment Insurance Code §§3300-3303  
Code of Federal Regulations-Title 29, Chapter V, Part 825

CCLC Update: #30, 4/17

Steering: VPHR

The FMLA clearly provides that it does not preempt state law to the extent that the state law is more protective of employee rights (FMLA §401(b)). Human Resources staff should be consulted to review both acts to determine which one provides the greater benefit to the employee on each leave issue.

Descriptions of the California and Federal Family Leave laws are kept in the Human Resources Department.