

WELCOME TO OUR
Monthly Newsletter

November Newsletter — Legal Insights, Updates & Seasonal Reflections

As we welcome November and the start of the holiday season, Levian Law would like to take a moment to connect with our clients, colleagues, and community.

Whether you're a fellow practitioner navigating a demanding caseload or a client seeking clarity during a challenging moment, we hope the information below supports you, informs you, and reminds you that our office is always here to help.

California Paternity Leave Rights

With many new parents preparing for holiday births, this month we are highlighting California's paternity leave laws, an area where employees often remain unaware of the full scope of their rights.

Paid Family Leave (PFL)

California's **Paid Family Leave (PFL)** program provides **up to 8 weeks of partial wage replacement** for bonding with a new child (biological, adopted, or foster).

Important reminders:

- PFL is administered through the **EDD**, not the employer.
- Employees may receive approximately **60–70% of their wages**, depending on income.
- PFL does **not** guarantee job protection by itself; job protection comes from FMLA/CFRA.

CFRA Job-Protected Leave

Under the **California Family Rights Act (CFRA)**, eligible employees may take **up to 12 weeks of job-protected leave** to bond with a new child.

To qualify, the employee must:

- Work for an employer with **5 or more employees**, and
- Have worked **at least 12 months** and **1,250 hours** in the past year.

CFRA applies to both mothers and fathers (and non-birthing parents), ensuring equal bonding rights.

FMLA

For eligible employees of larger employers (50+ employees within 75 miles), the **Family and Medical Leave Act (FMLA)** provides an additional federal layer of **up to 12 weeks** of job-protected leave. CFRA and FMLA often run concurrently—but not always.

New Parent Leave: How the Laws Work Together

Many California employees can receive:

- **Up to 12 weeks of job-protected bonding leave (CFRA/FMLA)**, plus
- **Up to 8 weeks of paid benefits (PFL)** during some or all of that period.

This combination allows new fathers and non-birthing parents to take meaningful time to bond with their child without fearing job loss or total loss of income.

If you or your clients are planning to request paternity leave:

- Give **written notice** as soon as possible
- Request the employer's **leave forms** or provide documentation from a medical provider
- Confirm whether your employer runs **CFRA and FMLA concurrently**
- Check your **paystub** to ensure SDI deductions (a requirement for PFL eligibility)

If you believe your leave request was denied, delayed, or retaliated against, this may constitute a violation of California law.

 Call For A Free Consultation 833-3-LEVIAN (538426)

CAPTURING A PHOTO

When an accident happens, even the smallest piece of information can make a major difference in protecting your rights. Something as simple as snapping a quick photo of the license plate of the vehicle that hit you can allow us to identify the driver, locate their insurance, and begin building your claim immediately.

Today, we all carry powerful cameras in our pockets, our cell phones, so use them! If you're ever involved in a collision, take photos of the vehicles, the scene, the other driver's information, and anything else that may help later. These small steps can significantly strengthen your case and ensure you receive the compensation you deserve.

♥ A Season of Gratitude

We want to express heartfelt appreciation to all the clients who trusted us with their most important matters, and to our colleagues who continue to collaborate with and support our firm.

As we approach the holidays, we encourage everyone to take time for rest, family, and reflection. And as always, should you or someone you know need legal guidance, our door remains open year-round.

Wishing you a safe, warm, and productive November.

Happy Client



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Thank you for helping others find trusted legal guidance.



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