

## HUMAN RESOURCES/RISK MANAGEMENT COMMITTEE NOTES

April 1, 2021

### Attendees:

Committee members:	James V. Curatalo (Chair) and Mark Gibboney
Staff members:	Carrie Guarino, Chad Brantely, Roberta M. Perez, and Eric Grubb
Members of the Public:	None.

**Call to Order:** 11:00 a.m.

**Public Comment:** None

**Additions/Deletions to Agenda:** None

### Introductory Remarks by Chair Curatalo

Chair Curatalo announced for the record that this meeting was conducted by teleconference pursuant to the Brown Act waivers provided for under the Governor's Executive Orders in response to the COVID-19 State of Emergency. Further, the agenda stated that there was no public location for attending this meeting in person. The agenda stated that the public may listen and provide comment telephonically by calling the number listed on the agenda. Chair Curatalo took a roll call of Committee members and staff present on the call, as listed above.

#### I. Amend Employee Policy No. 3.4, Family Care Leave

- Staff proposed a policy amendment to update Employee Policy No. 3.4, Family Care Leave, incorporating new legal mandates. On September 17, 2021, Governor Newsom signed into law amendments to the California Family Rights Act (CFRA):
  - Effective January 1, 2021, California leave rights are now extended to employees who care for grandparents, grandchildren, siblings, adult children, and other family members with serious medical conditions. Currently FMLA does not cover those familial relationships.
  - Under the new California law, CFRA extends leave rights to additional family members (e.g., caring for grandparents). If an employee utilizes leave that is allowed under CFRA, but not FMLA, the FMLA entitlement will remain available for future use by the employee later that year (e.g., caring for a spouse). Under these dual laws, employees could potentially use up to 24 weeks of leave during a rolling 12-month period.

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- Staff recommended the policy be amended to include new regulatory language and administrative procedures. In addition, staff recommended renaming the current policy to California Family Rights Act (CFRA) and Family Medical Leave Act (FMLA).
- The Committee concurred and recommended forwarding the item to the Board of Directors for review and approval.

Meeting Adjourned at 11:10 am