



# SCHOOL & COLLEGE LEGAL SERVICES OF CALIFORNIA

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## LEGAL UPDATE

March 23, 2020

**To:** Superintendents, Member School Districts (K-12)  
**From:** Kaitlyn Schwendeman, Schools Legal Counsel *KAS*  
Carl D. Corbin, General Counsel *CDC*  
**Subject:** **ADDENDUM to Legal Update Memo No. 19-2020: Federal Government Passes Families First Act**  
**ADDENDUM to Memo No. 19-2020**

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We are providing this addendum to clarify application of the following provisions of the Families First Act (“FFA”) to public employers:

Family and Medical Leave

*The expansion of Family and Medical Leave Act is applicable to public employers, regardless of number of employees. Note, however, that the expanded eligibility to employees who have been employed for at least 30 days and supplemental pay during leave are only applicable to the child care leave rights set forth in Legal Update 19-2020.*

For all other requests for leave, normal FMLA rights and eligibility limitations apply, including the requirement that the district employ at least 50 persons. Therefore, some districts that have not previously had to comply with the FMLA may be required to do so for the express purpose of enacting this expansion.

Paid Sick Leave

Emergency Paid Sick Leave is applicable to any public employer with one or more employees.

Please contact our office with questions regarding this Legal Update or any other legal matter.

*The information in this Legal Update is provided as a summary of law and is not intended as legal advice. Application of the law may vary depending on the particular facts and circumstances at issue. We, therefore, recommend that you consult legal counsel to advise you on how the law applies to your specific situation.*

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