



Global Strategic HR (GSHR) Leave Policies by Employee Count Overview

Applies to All Employers (Regardless of Size)

1. **California Paid Sick Leave** – Employees accrue 1 hour for every 30 hours worked or receive a lump sum of 5 days/40 hours annually. Covers personal illness and care for family members. Check local ordinances.
2. **Workers' Compensation Leave** – No set duration; provides job protection for employees recovering from work-related injuries.
3. **Voting Time Off** – Up to 2 hours of paid time to vote if an employee lacks sufficient time outside working hours.
4. **Jury Duty & Witness Leave** – Unpaid time off to serve on a jury or testify in court.
5. **Emergency Duty Leave** – Time off for volunteer firefighters, disaster response teams, and peace officers.
6. **Crime Victims Leave** – Time off for victims of violence or their family members to seek legal, medical, or counseling services.

Employers with 5 or More Employees

1. **Pregnancy Disability Leave (PDL)** – Up to 4 months (17 1/3 weeks) of unpaid job-protected leave for pregnancy-related conditions.
2. **California Family Rights Act (CFRA)** – Up to 12 weeks of unpaid leave for baby bonding, a serious health condition, or military exigency.
3. **Bereavement Leave** – Up to 5 unpaid days following the death of a covered family member.
4. **Reproductive Loss Bereavement Leave** – Up to 5 unpaid days for miscarriage, stillbirth, failed adoption, or unsuccessful assisted reproduction.

The information provided is for general informational purposes only and is based on employment and labor law guidelines. It is not intended to serve as legal advice and should not be relied upon as such. Laws and regulations can vary by jurisdiction and are subject to change. For guidance specific to your business or situation, we recommend consulting with a qualified legal professional or labor law expert. Global Strategic HR is committed to providing accurate and up-to-date information, but we are not a law firm, and this blog does not create an attorney-client relationship. Use this information at your own discretion and always verify with legal counsel when making decisions.



5. **Reasonable Accommodation Leave** – Time off as a reasonable accommodation for employees with disabilities under FEHA.
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Employers with 15 or More Employees

1. **Bone Marrow & Organ Donation Leave** – Up to 30 business days for organ donation and 5 business days for bone marrow donation (paid leave).
 2. **Civil Air Patrol Leave** – Up to 10 unpaid days per year for emergency response missions.
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Employers with 25 or More Employees

1. **School Activities Leave** – Up to 40 hours per year (maximum of 8 hours per month) to attend a child's school or daycare events.
 2. **Military Spousal Leave** – Up to 10 unpaid days when a spouse is on leave from deployment.
 3. **Crime Victim Leave (Expanded)** – Covers additional time off for safety planning, relocation, and medical care related to domestic violence or sexual assault.
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Employers with 50 or More Employees


1. **Family and Medical Leave Act (FMLA)** – Provides up to 12 weeks of unpaid leave for an employee's own serious health condition, a family member's illness, or baby bonding.
 2. **Military Caregiver Leave (FMLA)** – Up to 26 weeks of leave to care for a military servicemember with a serious injury or illness.
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For customized leave policies, compliance guidance, or additional HR support, contact

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