

Expecting Better: Updates to the Third Edition

SEPTEMBER 2014

In June 2014, the National Partnership for Women & Families published the third edition of *Expecting Better: A State by State Analysis of Laws That Help New Parents*.¹ In just three months since the report's publication, states have continued to make progress for working families by enacting family friendly policies. This update captures these essential and much-needed developments.

As summarized in greater detail below, California passed a law that will enable 6.5 million more workers to earn paid sick days; Illinois and Delaware enacted pregnancy accommodation laws; and the District of Columbia adopted a provision that provides eight weeks of paid family leave to D.C. government employees. States are making progress in providing greater legal rights and protections than federal law, proving that progress is possible and paving the way for national change.

Summary of New State Laws

California

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Job-Protected Paid Sick Days

California's paid sick days law, which passed both houses of the legislature and was signed by Governor Jerry Brown on September 10, 2014, goes into effect on July 1, 2015. The law entitles most private sector and state workers to earn paid sick time that can be used for their own medical care or the medical care of a child or other family member. However, providers of domestic services under the state's In-Home Supportive Services Program are not covered by the law. Covered workers can accrue up to six days of paid sick time per year and can use up to three days of accrued time per year.²

Delaware

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Pregnancy Accommodations

Delaware's pregnancy accommodation law was signed by Governor Jack Markell on September 9, 2014, and went into effect immediately.³ The law requires all private and

public sector employers with four or more employees to make reasonable accommodations for an employee's known limitations related to pregnancy, childbirth or related conditions, unless doing so would impose an undue hardship on the employer.⁴

District of Columbia

DISTRICT WORKERS

Paid Family Leave

The District of Columbia's 2015 budget includes a provision entitling District workers to eight weeks of paid family leave that can be used upon the birth or placement of a new child or to care for a family member with a serious health condition. The leave is job-protected, and any paid leave taken counts against the 16 weeks of family leave provided under the D.C. Family and Medical Leave Act.⁵

Illinois

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Pregnancy Accommodations

Illinois' pregnancy accommodation law was signed by Governor Pat Quinn on August 26, 2014, and goes into effect on January 1, 2015. For a description of the law, refer to page 35 of the third edition of *Expecting Better*.

1 Our first edition of *Expecting Better*, a comprehensive review of federal and state laws that help expecting and new parents take leave during pregnancy and when a child arrives, was published in 2005 and the second edition was published in 2012.

2 A.B. 1522, 2014 Leg., 2013-14 Sess. (Cal. 2014).

3 Delaware Legislative Council, Division of Research. (2013, November). *Delaware Legislative Drafting Manual* (pp. 21-22). Retrieved 10 September 2014, from [http://legis.delaware.gov/legislature.nsf/1688f230b96d580f85256ae20071717e/1c946b344a8bc90985257c6100695e4f/\\$FILE/Delaware%20Legislative%20Drafting%20Manual%20%282013%20Update%20%29.pdf](http://legis.delaware.gov/legislature.nsf/1688f230b96d580f85256ae20071717e/1c946b344a8bc90985257c6100695e4f/$FILE/Delaware%20Legislative%20Drafting%20Manual%20%282013%20Update%20%29.pdf)

4 S.B. 212, 147th Gen. Assem., 2d Sess. (Del. 2014); Del. Code tit. 19, § 710(6).

5 B20-750, 20th Council Period, Reg. Sess. (D.C. 2014).