

Article 21 LEAVES OF ABSENCE

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21.7 Pursuant to Labor Code § 230.8, members shall be afforded time off from work, up to 40 hours per year, to participate in a child's school activities, address a child care provider or school emergencies, or find or enroll a child in a school or with a child care provider. This school activities leave provision applies to an employee who is a parent, guardian or grandparent, and the employee must have custody of one or more children in kindergarten or grades 1-12, or attending a licensed day care center. Lab.C. § 230.8(a)(1). An employee has the option to use existing paid time off, including sick, vacation or compensatory time off for the absence. Lab.C. § 230.8(b)(1). No employee may be threatened with or subjected to any adverse action for the exercising these rights. Lab.C. § 230.8(d).