California Pregnancy Loss Leave Companion

Owen's Plan • Use with the core toolkit

Legal sources checked November 7, 2026 • First edition

This companion summarizes selected legal provisions and helps you adapt the proposed employer benefit. It is general information for local review, not legal advice or a complete inventory of federal, state, local, or collectively bargained rights. The core's four paid weeks are a recommendation, not a statutory entitlement.

Selected legal provisions

Reproductive loss leave covers employees of public employers of any size or private employers with five or more employees, after 30 days of employment. It covers miscarriage, stillbirth, and specified failed adoption, surrogacy, or assisted reproduction events, including eligible would-be parents. [CA1]

Eligible employees can take five days per event, not necessarily consecutively, with a 20-day limit for multiple events in a 12-month period. The usual completion window is three months; qualifying other leave around the event can extend when that window begins. This leave is separate from other entitled leave. [CA1]

Absent an applicable paid policy, leave may be unpaid, but available vacation, sick, personal, or PTO time may be used. Information is generally confidential, subject to specified necessary disclosures. The law does not require supporting documentation. Interference and retaliation are prohibited. [CA1]

Pregnancy Disability Leave (PDL) may separately cover disability due to loss or end of pregnancy. It generally applies at employers with five or more employees, without a service or hours minimum, for the period of actual disability up to four months. Pay depends on applicable policy or benefits; medical certification may be required. Do not confuse PDL certification with reproductive loss leave. [CA2]

What the proposed employer benefit adds

The core proposes more paid time and a broader scope than this selected statutory summary. Keep those employer commitments clearly labeled. An employee should receive a plain-language explanation of what is approved, how it is paid, and what remains to be reviewed.

Apply the California companion

A practical request

“I need leave starting [date] following a reproductive loss. Please review the paid policy and any additional leave that applies to my circumstances, including medical recovery if relevant. I would like a written explanation of the dates, pay, any required forms for each separate benefit, and one confidential contact.”

Before issuing the policy

- Ask the local reviewer to document how the adopted employer benefit satisfies or supplements each applicable entitlement. Have payroll and the leave owner use the same written plan.
- Test a request from a new employee and a partner, as well as an employee recovering from childbirth. Make sure the request form routes them to the right support.
- Publish the contact and backup, a private way to ask questions, and an escalation route. Offer accessible formats and translated information where needed.
- Have the reviewer check CFRA, FMLA, accommodations, state disability or family-care payments, paid sick leave, local rules, and collective agreements as relevant. This companion does not establish eligibility for those programs.

Local review record

Reviewer [name] • Employer category [public or private] • Work locations [scope] • Leave coordination [approved approach] • Payroll and benefits owner [name] • Policy changes [details] • Date approved [date] • Next review [date]

Official sources

[CA1] California Civil Rights Department. Leave from work after a reproductive loss

[CA2] California Civil Rights Department. Pregnancy Disability Leave fact sheet

[CA3] California Civil Rights Department. Job protected leave resources

The California Civil Rights Department provides guidance and complaint information through these resources. Use its current materials when reviewing a request. The core toolkit supplies a separate federal overview and adaptable manager and employee templates.