

WHAT TO EXPECT WHEN YOU'RE EXPECTING

as an employee in California State service: **Part 1**



The California Association of Professional Scientists (CAPS) has developed a series of infographics like this one to help you understand your rights as a State Scientist and how to take advantage of all the programs that are offered as you welcome a new addition to your family!

YOUR FAMILY IS GROWING CONGRATULATIONS!

Families come in all shapes and sizes. Your rights and benefits are determined by your answer to the following questions. For example, an expectant mother may have more opportunities to take paid leave than an adoptive mother. Part 2 of this infographic series explains how!



JOB PROTECTION

By contacting HR early and choosing your leave options ahead of time, you are able to determine what kinds of job protection you are afforded. Parental Leave under the CAPS MOU, Section 3.5, provides up to 1-year of job-protected leave.

PLANNING FOR BABY

It is a good idea to reach out to your Human Resources Department and/or your personnel liaison to discuss your options as an expectant family. CAPS can be a good resource to help you determine where to start.

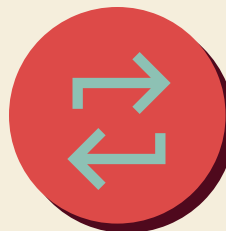


PAID AND UNPAID LEAVES

There are many different types of leaves afforded to expectant families - some offer compensation and job protection while others only protect your job. Your eligibility for these leaves depends on who you are and how your family is expected to grow.

RETURN TO WORK

When you return to work, the State is required to reinstate you to a comparable position and is prohibited from punishing, harassing, or otherwise discriminating against you for taking leave. If you feel this has happened, please contact CAPS immediately



FIND OUT MORE ABOUT PARENTAL LEAVE: WWW.CAPSSCIENTISTS.ORG



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