

MCLE Self-Study Test

Navigating Pregnancy, Parental Leave and the Return to Work

By Danielle Jones, Marissa Boyd and David Marchiano, July 2022 Issue Contra Costa Lawyer Magazine

MCLE SELF-STUDY TEST

1.	What is the minimum number of employees required for CFRA and PDL to apply? a. 50 b. 25 c. 15 d. 5	5.	When is the soonest a new mother may file for postnatal state disability insurance benefits? a. After 20 weeks of pregnancy b. One month prior to the baby's due date c. On the day of the baby's birth d. One month after the day of the baby's birth
2.	Which of the following is true with respect to job protection benefits under CFRA?a. They entitle an employee to a "comparable position" upon their return to workb. They prohibit an employer from retaliation or discrimination for exercising their leave	6.	Both the birthing parent and the non-birthing parent are eligible to file for Paid Family Leave Benefits in California.
	rights c. They provide monetary benefits d. All of the above. e. Both a and b	7.	Which of the following is NOT true regarding an employer-provided lactation room?a. The lactation room must be shielded from viewb. A bathroom can be designated as a lactation
3.	The right to return to work is absolute under CFRA. ☐ True ☐ False		room c. The employer must provide a surface to place a breast pump and other personal items in the lactation room
4.	Which of the following is true with respect to CFRA leave for baby bonding? a. The 12 weeks of FMLA leave and 12 weeks		d. The lactation space must be in close proximity to the employee's work area
	 of CFRA leave run consecutively with each other b. The 12 weeks of CFRA leave and the 4 months of PDL leave run consecutively with each other c. Neither FMLA leave nor PDL leave run consecutively with CFRA leave. d. Both a and b 	8.	If a new parent returning from parental leave requests a reduced work schedule upon their return to work, the employer is always required to grant the accommodation request. ☐ True ☐ False
			TO RECEIVE ONE HOUR OF MCLE CREDIT see next page

HOW TO RECEIVE ONE HOUR Answer the test questions, choosing the one	On the day the child is born n a parent returns to work after a child is born, er employer must reinstate the employee to the or a comparable position. True
question. Mail this Self-Study and your pay hour for CCCBA members/\$45 per credit hour for CCCBA at the address below. Certificates ar form is received. Name State B Firm Name Address City, State, Zip Phone Email Visa MasterCard Amex Checard Mamex Cardholder Name Card Number Expiration Date Signature	ne best answer to each ment (\$30 per credit our for non-members) to re dated as the day this sar #