

insights

TYPES NOT MAPPED YET January 18, 2024 | TTR not mapped yet | Kacey R. Riccomini, Joseph W. Scott

Kacey Riccomini and Joseph Scott Detail California's New Reproductive Loss Leave

Thompson Coburn partner [Kacey Riccomini](#) and associate [Joseph Scott](#) authored a *Daily Journal* article on a new California law that requires employers of five or more employees provide each employee with up to five days of reproductive loss leave. The article also details the law's sister statute, California's bereavement leave law, and how the two statutes differ.

"Reproductive loss is broadly defined under the new law. A 'reproductive loss event' can occur over one or more days and includes the final day of a failed adoption, failed surrogacy, miscarriage, stillbirth, or unsuccessful assisted reproduction," they wrote. The law was enacted one year after California's bereavement leave law. "Like the reproductive loss leave statute, the bereavement leave statute allows an employee who has been employed for at least 30 days to take five days of leave, consecutively or nonconsecutively, within three months of the death of a family member."

They noted that employers should work with employment counsel to ensure they comply with the statutes by revising their leave policies and training their HR personnel and supervisors.

[Click here](#) to read the full article (subscription required).

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