



Article published on December 23rd 2011 | [Law](#)

California labor laws cover the interests and well-being of employees than that of employers. However, it does not entitle the workers to be abusive of their rights and privileges. In return, the employers have to be mindful and considerate of their employees. Such dealings will maintain good rapport and relationship between the two concerned parts of the labor sector.

Meanwhile, taking into account the parents who are raising their family or taking care of newborn, it is imperative for them to take care of their child. The mother is the most concerned here since she has to breastfeed the baby. Hence, employers have to anticipate a maternity leave from their employee.

Ways to Receive Compensation during Maternity Leave

Facing a financial burden is only one of the predicaments that parents come to deal with when raising a family. This is also true when both or either of the parents is on a maternity leave, which is usually unpaid. Fortunately, there are available options in order to counter such dilemma.

• Majority of the employers permit their employees to utilize the accumulated vacation leave, sick leave, and personal days for maternity leave. Meaning, any paid time they can gather before and during pregnancy can be taken on the stretch of 12 weeks stay with the new born.

• There are some doctors who would require you to stay under hospital care after you have delivered prior to getting back to work. Also, a lot of licensed childcare facilities will not accept new born babies until they reach at least eight weeks old. Nonetheless, if your doctor releases you to get back to work, then you better make arrangements with family and friends who can take care of your baby on your behalf.

• Short-term disability insurance covers your salary, or a part of it, when you are incapable of working because of a particular illness, impairment, or childbirth. You can buy such insurance privately, or it may be included in your benefits package through your employer. You can ask your company's Human Resources Department about it.

• If you are not covered by the Family and Medical Leave Act (FMLA) and your employer will not reserve your job for you, then you better work on updating and deploying your resume so that you can apply for another job.

For the most part, California employers have to know the California labor laws before even starting to attend to their job. It is essential so that there will be no inconvenience between them and the employers. In any case, it is not too much of a duty for them.

Article Source:

<http://www.articleside.com/law-articles/how-to-get-paid-while-having-a-maternity-leave.htm> - [Article Side](#)

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Article Keywords:

Racial Discrimination, Gender Discrimination, Disability Discrimination, Pregnancy Discrimination, Religious Discrimination, Violation of labor laws, labor laws, minimum wage, santa monica minimum wage

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