

## FACT SHEET – SB 294 (Leyva) PROTECTING EDUCATOR SERVICE

### Purpose

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SB 294 (Leyva) creates parity between educators and other public employees to ensure that all elected union leaders may take a leave of absence to represent their union without losing hard-earned benefits during their time of service.

### Background

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In order to represent employees and educators throughout the state, many individuals take a leave of absence to advocate for benefits and safer working conditions for California families. These union representatives may spend several years away from the classroom or office in order to advance improved working conditions, pay equity, or family leave.

In 2018, legislation was passed that allowed public employees to take a leave of absence without losing compensation or benefits. This applied to an employee when they take a leave to act as a steward or representative of their respective state or national employee organization, with a goal of providing to other employees the same rights that educators had to serve.

While a service cap does not apply to nearly every public employee – including peace officers, firefighters, and city and county employees – it does apply to educators. Educators and community college employees are the only public employees that have a cap of 12 years on the maximum amount of service credit that they can earn for their pension while on leave to represent their union. All other public employee unions do not have a cap placed on their service.

This limit unfairly singles out education employees and harms their ability to take a leave of absence to represent their union without losing benefits during their time of service. The cap placed on educators limits them from fulfilling their duties as an officer in their employee organization.

### What This Bill Will Do

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SB 294 removes the 12-year maximum amount of service credit that can be earned by an educator. This change will ensure that employees who work for school districts and community colleges have the same opportunities to represent their union as every other public employee in California.



**Support**

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California Labor Federation, AFL-CIO

California Teachers Association (Sponsor)

California Federation of Teachers (Co-Sponsor)

**Key Contacts**

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