



Information for Employers and Employees

Employment Protections for Persons Engaged in CAL-MAT Activation

California Medical Assistance Teams (CAL-MATs) are a group of highly-trained licensed medical professionals and logisticians organized and coordinated by the State Emergency Medical Services Authority (EMSA) for rapid field disaster medical response. CAL-MATs are modeled after the successful federal Disaster Medical Assistance Teams (DMATs), many of which are located in California. This can create a situation where resources normally based in the State are unavailable due to deployment somewhere else in the country.

In order to meet the need, California relies on individuals who can be deployed anywhere in the state within 12 hours and for up to 2 weeks at a time. The State values the service CAL-MAT members make. Effective January 1, 2015, persons who are members of a disaster medical response entity sponsored or requested by this state shall have employment protections as specified in Section 230.3 of the California Labor Code. That code reads, in part:

230.3.

(a) An employer shall not discharge or in any manner discriminate against an employee for taking time off to perform emergency duty as a volunteer firefighter, a reserve peace officer, or emergency rescue personnel.

(b) An employee who is discharged, threatened with discharge, demoted, suspended, or in any other manner discriminated against in the terms and conditions of employment by his or her employer because the employee has taken time off to perform emergency duty as a volunteer firefighter, a reserve peace officer, or emergency rescue personnel shall be entitled to reinstatement and reimbursement for lost wages and work benefits caused by the acts of the employer. Any employer who willfully refuses to rehire, promote, or otherwise restore an employee or former employee who has been determined to be eligible

for rehiring or promotion by a grievance procedure, arbitration, or hearing authorized by law, is guilty of a misdemeanor.

(c) (1) Subdivisions (a) and (b) of this section shall not apply to any public safety agency or provider of emergency medical services if, as determined by the employer, the employee's absence would hinder the availability of public safety or emergency medical services.

(2) An employee who is a health care provider shall notify his or her employer at the time the employee becomes designated as emergency rescue personnel and when the employee is notified that he or she will be deployed as a result of that designation.

(d) (1) For purposes of this section, "volunteer firefighter" shall have the same meaning as the term "volunteer" in Section 50952 of the Government Code.

(2) For purposes of this section, "emergency rescue personnel" means any person who is an officer, employee, or member of a fire department or fire protection or firefighting agency of the federal government, the State of California, a city, county, city and county, district, or other public or municipal corporation or political subdivision of this state, or of a sheriff's department, police department, or a private fire department, or of a disaster medical response entity sponsored or requested by this state, whether that person is a volunteer or partly paid or fully paid, while he or she is actually engaged in providing emergency services as defined by Section 1799.107 of the Health and Safety Code.

(3) For purposes of this section, "health care provider" means any person licensed or certified pursuant to Division 2 (commencing with Section 500) of the Business and Professions Code, or licensed pursuant to the Osteopathic Initiative Act, or the Chiropractic Initiative Act.

The State also appreciates the burden that losing an employee on short notice for a period of time might place on a business. While the law specifically provides protections for the employee, CAL-MAT members are required to advise and obtain approval from their employer for participation in the CAL-MAT program. They are required to notify the employer of any anticipated training events, and when they might be considered on-call and/or possibly deployed on a mission. EMSA will provide the employer with a copy of deployment orders no later than 2 weeks following the initial date of activation.

Questions on the CAL-MAT Program may be directed to CAL-MAT@emsa.ca.gov

Additional information is available at: <http://www.emsa.ca.gov/CAL-MAT>

EMPLOYER AUTHORIZATION FOR PARTICIPATION IN CAL-MAT

This is to provide evidence that the employee named below has advised their employer of their participation in the California Medical Assistance Team (CAL-MAT) Program, including likely training and deployment commitments. Approval for participation is hereby given.

Signature of Employer or Representative

Printed Name

Title

Date

Signature of Employee

Printed Name of Employee

Date