

# I'm pregnant

in CALIFORNIA

# pregnancy + MY JOB

I have rights related to:



**JOB PROTECTION**

Need time off from your job?

**THESE LAWS MAY HELP:**

Because they provide for:

Here's what to do:

**PDL**

**PREGNANCY DISABILITY LEAVE**

- 5+ employees
- If eligible for both, runs at the same time as FMLA leave

- Up to 4 months job-protected, unpaid leave while disabled by pregnancy, childbirth or related condition
- Continuation of health benefits

**Request from your employer**

**FMLA / CFRA**

**FAMILY MEDICAL LEAVE ACT / CALIFORNIA FAMILY RIGHTS ACT**

- 1+ year of service
- 1250+ hrs of work in previous year
- 50+ employees w/in 75 miles

- 12 weeks of job-protected bonding leave within 1 year of birth starting after pregnancy disability is over
- Continuation of health benefits

**Request from your employer**

**SDI**

**STATE DISABILITY INSURANCE**

- Unable to work, or working less, due to disability
- Paid into SDI during base period

- Up to 55% of weekly wages for a max. of 52 weeks, after 1-week waiting period

**Apply at [www.EDD.ca.gov](http://www.EDD.ca.gov)**

**PFL**

**PAID FAMILY LEAVE**

- On leave to bond with a newborn, newly adopted or foster child
- Paid into SDI during base period

- Up to 55% of weekly wages for a max. of 6 weeks (can be taken intermittently)

**Apply at [www.EDD.ca.gov](http://www.EDD.ca.gov)**

**PSD**

**CA PAID SICK DAYS**

- Worked at least 90 days
- Ill or medical appointments

- Accrue 1 hour for every 30 hours worked up to a max. of 6 days per year
- Employer may cap use at 3 days per year

**Request from your employer**

- Protection from retaliation

**Go to [dlse.ca.gov](http://dlse.ca.gov)**



**WAGE REPLACEMENT**

Need income while you aren't working?



**ACCOMMODATIONS AND EQUALITY**

Need accommodations? Facing discrimination?

**FEHA / LAL**

**FAIR EMPLOYMENT & HOUSING ACT**

- 5+ employees

- Changes to the way you do your job, transfer, or more leave as a reasonable accommodation for pregnancy

**Request from your employer**

**LACTATION ACCOMMODATIONS LAW**

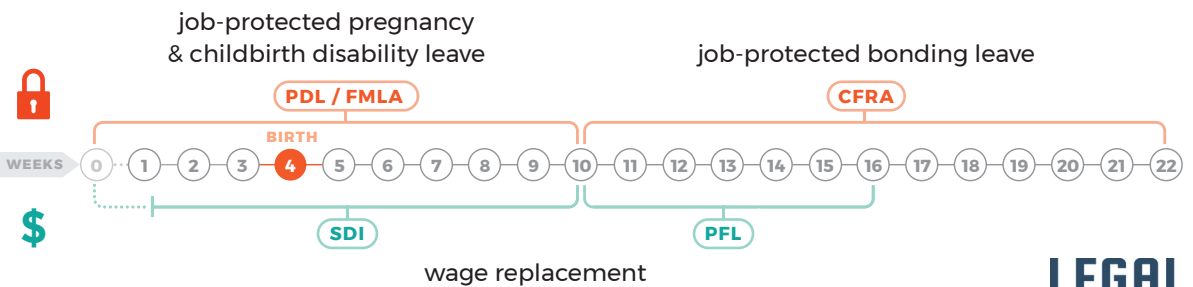
- Break time and private space (not a bathroom) for pumping

- Protection from discrimination, harassment, and retaliation

**Go to [dfeh.ca.gov](http://dfeh.ca.gov) or [dlse.ca.gov](http://dlse.ca.gov)**

**HOW THIS MIGHT WORK**

Lisa needs 4 weeks off before her due date and 6 weeks off to recover. After that, she needs 12 weeks off to bond with her newborn.



I'm a new parent

in CALIFORNIA

see other side for



# parenting + MY JOB

I have rights related to:



**JOB PROTECTION**

**Need time off from your job?**

**THESE LAWS MAY HELP:**

Because they provide for:

Here's what to do:

**FMLA / CFRA**

IF BONDING WITH A NEW CHILD OR CARING FOR

**child parent spouse domestic partner**

**FAMILY MEDICAL LEAVE ACT / CALIFORNIA FAMILY RIGHTS ACT**

- 1+ year of service
- 1250+ hrs of work in previous year
- 50+ employees w/in 75 miles

- Job-protected, unpaid leave for a max. of 12 weeks to bond with a newborn, newly adopted or foster child within first year, or to care for a seriously ill family member
- Continuation of health benefits

**Request from your employer**

**FSPA**

**FAMILY SCHOOL PARTNERSHIP ACT**

- 25+ employees
- May be used by a parent, guardian, stepparent, foster parent, grandparent, or a person who stands in loco parentis to a child.

- Job-protected, unpaid leave for a max. of 40 hours each year to: search for or enroll in child care or school; participate in child care or school activities; and/or address child care or school emergency
- Except for emergencies, employer may cap use at 8 hours per month

**Request from your employer**

**child**



**WAGE REPLACEMENT**

**Need income while you aren't working?**

**PFL**

**child parent parent-in-law spouse domestic partner sibling grandparent grandchild**

**PAID FAMILY LEAVE**

- On leave to bond with a newborn, adopted or foster child within first year, or to care for a seriously ill family member
- Paid into SDI during base period

- Up to 55% of weekly wages for a max. of 6 weeks, after 1-week waiting period (can be taken intermittently)

**Apply at [www.EDD.ca.gov](http://www.EDD.ca.gov)**

**PSD**

**child parent spouse domestic partner sibling grandparent grandchild**

**PAID SICK DAYS**

- Worked at least 90 days
- Ill, caring for ill child or medical appointments

- Accrue 1 hour for every 30 hours worked up to a max. of 6 days per year
- Employer may cap use at 3 days per year

**Request from your employer**

- Protection from retaliation

**Go to [dlse.ca.gov](http://dlse.ca.gov)**

**UI**

**UNEMPLOYMENT INSURANCE**

- Able to work but unemployed or working less through no fault of your own (laid off/fired, leave not granted, etc.)

- Up to \$450 per week for a max. of 26 weeks, after 1-week waiting period

**Apply at [www.EDD.ca.gov](http://www.EDD.ca.gov)**

**HOW THIS MIGHT WORK**

Juan needs 12 weeks off to bond with his infant daughter.

