I’m pregnant in CALIFORNIA

Because they provide for:

Here’s what to do:

<table>
<thead>
<tr>
<th>THESE LAWS MAY HELP:</th>
<th>PDL</th>
<th>FMLA/CFRA or NPLA</th>
<th>SDI</th>
<th>PFL</th>
<th>PSD</th>
<th>FEHA / LAL</th>
<th>PSD</th>
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<tbody>
<tr>
<td>PREGNANCY DISABILITY LEAVE</td>
<td>· 5+ employees</td>
<td>· If eligible for both, runs at the same time as FMLA leave</td>
<td>· Up to 4 months job-protected, unpaid leave while disabled by pregnancy, childbirth or related condition</td>
<td>· Continuation of health benefits</td>
<td>Request from your employer</td>
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<tr>
<td>FAMILY MEDICAL LEAVE ACT/ CALIFORNIA FAMILY RIGHTS ACT or NEW PARENT LEAVE ACT</td>
<td>· 1+ year of service</td>
<td>· 1250+ hrs of work in previous year</td>
<td>· 20+ employees w/in 75 miles</td>
<td>· 12 weeks of job-protected bonding leave within 1 year of birth starting after pregnancy disability is over</td>
<td>· Continuation of health benefits</td>
<td>Request from your employer</td>
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<tr>
<td>STATE DISABILITY INSURANCE</td>
<td>· Unable to work, or working less, due to disability</td>
<td>· Paid into SDI during base period</td>
<td>· Up to 60% or 70% of weekly wages, depending on income, for a max. of 52 weeks, after 1-week waiting period</td>
<td>Apply at <a href="http://www.EDD.ca.gov">www.EDD.ca.gov</a></td>
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<tr>
<td>PAID FAMILY LEAVE</td>
<td>· On leave to bond with a newborn, newly adopted or foster child</td>
<td>· Paid into SDI during base period</td>
<td>· Up to 60% or 70% of weekly wages, depending on income, for a max. of 6 weeks (can be taken intermittently)</td>
<td>Apply at <a href="http://www.EDD.ca.gov">www.EDD.ca.gov</a></td>
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<tr>
<td>CA PAID SICK DAYS</td>
<td>· Worked at least 90 days</td>
<td>· Ill or medical appointments</td>
<td>· Accrue 1 hour for every 30 hours worked up to a max. of 6 days per year</td>
<td>· Employer may cap use at 3 days per year</td>
<td>· Protection from retaliation</td>
<td>Go to dlse.ca.gov</td>
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<tr>
<td>FAIR EMPLOYMENT &amp; HOUSING ACT</td>
<td>· 5+ employees</td>
<td>· Changes to the way you do your job, transfer, or more leave as a reasonable accommodation for pregnancy</td>
<td>Request from your employer</td>
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<td>LACTATION ACCOMMODATIONS LAW</td>
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<td>· Break time and private space (not a bathroom) for pumping</td>
<td>· Protection from discrimination, harassment, and retaliation</td>
<td>Go to dfeh.ca.gov or dlse.ca.gov</td>
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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.

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Legal Aid at Work cannot ensure this information is current or be responsible for any use to which it is put.
In California

I’m pregnant

See other side for in California

I’m pregnant

See other side for

Legal Aid at Work cannot ensure this information is current or be responsible for any use to which it is put.

Questions?
Call 800-880-8047
legalaidatwork.org

I have rights related to:

Job protection

Need time off from your job?

I’m a new parent

Parenting + MY JOB

These laws may help:

Because they provide for:

Here's what to do:

FMLA/CFRA or NPLA

Family Medical Leave Act/
California Family Rights Act or
New Parent Leave Act

- 1+ year of service
- 1,250+ hrs of work in previous year
- 20+ 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 care for a seriously ill family member if 50+ employees)

Request from your employer

Continuation of health benefits

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

Request from your employer

Paid Family Leave

Paid into SDI during base period

Up to 60% or 70% of weekly wages, depending on income, for a max. of 6 weeks (can be taken intermittently)

Apply at www.EDD.ca.gov

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

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

Wage replacement

Job-protected bonding leave

Checklist:

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

PFL

Paid Family Leave

Paid into SDI during base period

Up to 60% or 70% of weekly wages, depending on income, for a max. of 6 weeks (can be taken intermittently)

Apply at www.EDD.ca.gov

PSD

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

How this might work

Need income while you aren’t working?

Job protection

Need time off from your job?

Wage replacement

Job protection

Need time off from your job?