### I’m pregnant

I have rights related to:

- **JOB PROTECTION**
  - Need time off from your job?

- **WAGE REPLACEMENT**
  - Need income while you aren’t working?

- **ACCOMMODATIONS AND EQUALITY**
  - Need accommodations?
  - Facing discrimination?

- **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.

#### THESE LAWS MAY HELP:

<table>
<thead>
<tr>
<th>PDL</th>
<th>FMLA/CFRA or NPLA</th>
<th>Because they provide for:</th>
<th>Here’s what to do:</th>
</tr>
</thead>
<tbody>
<tr>
<td>PREGNANCY DISABILITY LEAVE</td>
<td>- 5+ employees</td>
<td>- Up to 4 months job-protected, unpaid leave while disabled by pregnancy, childbirth or related condition</td>
<td>Request from your employer</td>
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<td></td>
<td>- If eligible for both, runs at the same time as FMLA leave</td>
<td>- Continuation of health benefits</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>- 12 weeks of job-protected bonding leave within 1 year of birth starting after pregnancy disability is over</td>
<td>Request from your employer</td>
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<td></td>
<td>- 1250+ hrs of work in previous year</td>
<td>- Continuation of health benefits</td>
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<td>- 20+ employees w/in 75 miles</td>
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<tr>
<td>STATE DISABILITY INSURANCE</td>
<td>- Unable to work, or working less, due to disability</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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<td></td>
<td>- Paid into SDI during base period</td>
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<tr>
<td>SDI</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>- 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>
</tr>
<tr>
<td></td>
<td>- Paid into SDI during base period</td>
<td></td>
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<tr>
<td>SF PAID PARENTAL LEAVE</td>
<td>- Receiving PFL to bond with child</td>
<td>- Difference between PFL and normal weekly wages for a max. of 6 weeks, up to a cap (can be taken intermittently)</td>
<td>Request from your employer</td>
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<td>- 180 days of employment</td>
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<td>Go to sfgov.org/pplo</td>
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<tr>
<td></td>
<td>- Work 8 hrs and 40% of weekly hrs in SF</td>
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<td></td>
<td>- 20+ employees</td>
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<tr>
<td>SF PPLO</td>
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<tr>
<td>SF PAID SICK DAYS</td>
<td>- Worked at least 90 days</td>
<td>- Accrue 9 days (if 10+ employees); 5 days (if less than 10)</td>
<td>Request from your employer</td>
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<tr>
<td></td>
<td>- Ill or medical appointments</td>
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<td>Go to sfgov.org/olse/pslo</td>
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<td>SF PSD</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>- Break time and a safe, clean private space (not a bathroom) for pumping with a place to sit, a surface to place the breast pump, and access to electricity, a sink, and refrigeration.</td>
<td>Go to dfeh.ca.gov, sfgov.org/olse/or dlse.ca.gov</td>
</tr>
<tr>
<td>SF LACTATION IN THE WORKPLACE / LACTATION ACCOMMODATIONS LAW</td>
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#### HOW THIS MIGHT WORK:

<table>
<thead>
<tr>
<th>WEEKS</th>
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<tr>
<td>0</td>
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<tr>
<td>BIRTH</td>
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</table>

#### Questions?

Call 800-880-8047
gearlyaidatwork.org

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I'm a new parent in SAN FRANCISCO

I have rights related to:

**JOB PROTECTION**

Need time off from your job?

**WAGE REPLACEMENT**

Need income while you aren't working?

**ACCOMMODATIONS AND EQUALITY**

Need accommodations? Facing discrimination?

**HOW THIS MIGHT WORK**

Juan needs 12 weeks off to bond with his infant daughter. After that, Juan needs a flexible schedule to help with child care.

**THESE LAWS MAY HELP:**

- **FMLA/CFRA or NPLA**
  - **FAMILY MEDICAL LEAVE ACT/ CALIFORNIA FAMILY RIGHTS ACT or NEW PARENT LEAVE ACT**
    - 1+ year of service
    - 1250+ 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 to care for a seriously ill family member if 50+ employees)
  - Request from your employer

- **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.
  - Request from your employer

- **PAID FAMILY LEAVE**
  - On leave to bond with a newborn, newly adopted or foster child within first year, or to care for a seriously ill family member
  - 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

- **PFL**
  - Receiving PFL to bond with child
  - 180 days of employment
  - Work 8 hrs and 40% of weekly hrs in SF
  - 20+ employees
  - Difference between PFL and normal weekly wages for a max. of 6 weeks, up to a cap (can be taken intermittently)
  - Request from your employer

- **SF PAID PARENTAL LEAVE**
  - Receiving PFL to bond with child
  - 180 days of employment
  - Work 8 hrs and 40% of weekly hrs in SF
  - 20+ employees
  - Difference between PFL and normal weekly wages for a max. of 6 weeks, up to a cap (can be taken intermittently)
  - Request from your employer

- **SF PAID SICK DAYS**
  - Worked at least 90 days
  - Ill, caring for ill child or medical appointments
  - Accrue 9 days (if 10+ employees); 5 days (if less than 10)
  - Protection from retaliation
  - Go to sfgov.org/olse/pslo

- **SF FAMILY FRIENDLY WORKPLACE ORDINANCE**
  - Work in San Francisco
  - Worked at least 6 months
  - 20+ employees
  - Right to request flexible or predictable work arrangements to help with family caregiving
  - Request from your employer

- **LEGAL AID AT WORK**

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Questions?
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