



I'm pregnant

in SAN FRANCISCO

# pregnancy + MY JOB

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:**

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 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

- 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 60% or 70% of weekly wages, depending on income, 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 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](http://www.EDD.ca.gov)**

**SF PPLO**

**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**

- Protection from retaliation

**Go to [sfgov.org/pplo](http://sfgov.org/pplo)**

**SF PSD**

**SF PAID SICK DAYS**

- Worked at least 90 days
- Ill or medical appointments

- Accrue 9 days (if 10+ employees); 5 days (if less than 10)

**Request from your employer**

- Protection from retaliation

**Go to [sfgov.org/olse/pslo](http://sfgov.org/olse/pslo)**

**FEHA / SF LITW / 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**

**SF LACTATION IN THE WORKPLACE / LACTATION ACCOMMODATIONS LAW**

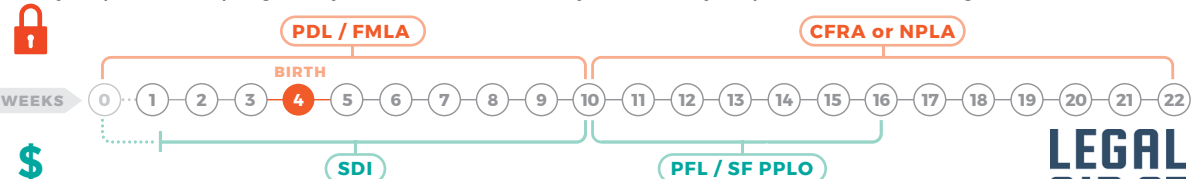
- Break time and a safe, clean private space (not a bathroom) for pumping with a place to sit, a surface to place the breast pump, and access to electricity, a sink, and refrigeration.

- Protection from discrimination, harassment, and retaliation

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

job-protected pregnancy & childbirth disability leave

job-protected bonding leave



wage replacement

**QUESTIONS ?**

Call 800-880-8047

[legallaidatwork.org](http://legallaidatwork.org)





I'm a new parent

in **SAN FRANCISCO**

# parenting + MY JOB

I have rights related to:



**JOB PROTECTION**

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**WAGE REPLACEMENT**

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**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:**

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
- 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)
- 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**

**PFL**

**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)

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**SF PPLO**

**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)

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**Go to [sfgov.org/pplo](http://sfgov.org/pplo)**

**SF PSD**

**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)

**Request from your employer**

- Protection from retaliation

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**SF FFWO**

**SF FAMILY FRIENDLY WORKPLACE ORDINANCE**

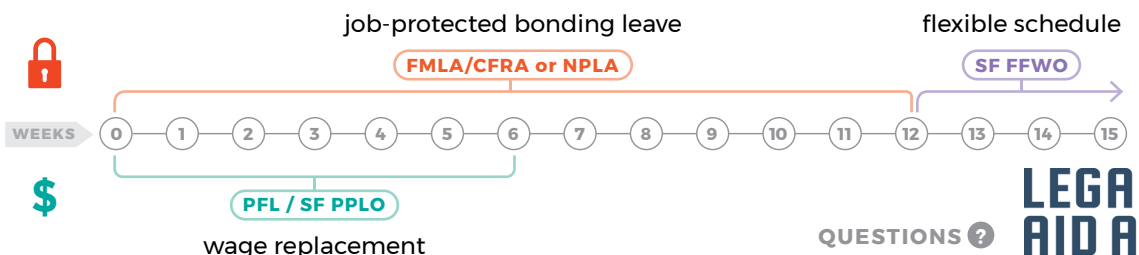
- Work in San Francisco
- Worked at least 6 months
- 20+ employees

- Right to request flexible or predictable work arrangements to help with family caregiving

**Request from your employer**

- Protection from discrimination, harassment, and retaliation

**Go to [sfgov.org/olse/ffwo](http://sfgov.org/olse/ffwo)**



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