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:**

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<td>Up to 4 months job-protected, unpaid leave while disabled by pregnancy, childbirth or related condition</td>
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<td>FMLA/CFRA or NPLA</td>
<td>Continuation of health benefits</td>
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<td>FAMILY MEDICAL LEAVE ACT/ CALIFORNIA FAMILY RIGHTS ACT or NEW PARENT LEAVE ACT</td>
<td>12 weeks of job-protected bonding leave within 1 year of birth starting after pregnancy disability is over</td>
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<td>STATE DISABILITY INSURANCE</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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**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.

**LEGAL AID AT WORK**

Call 800-880-8047
legalaidatwork.org/wf
I’m a new parent

in SAN FRANCISCO

parenting + MY JOB

I have rights related to:

Parenting

MY JOB

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

Because they provide for:

• 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

Here’s what to do:

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.

Because they provide for:

• 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

Here’s what to do:

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

Because they provide for:

• Up to 60% or 70% of weekly wages, depending on income, for a max. of 8 weeks (can be taken intermittently)

Here’s what to do:

Apply at 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

Because they provide for:

• Difference between PFL and normal weekly wages for a max. of 8 weeks, up to a cap (can be taken intermittently)

Here’s what to do:

Request from your employer

Go to sfgov.org/pplo

SF PSD

SF PAID SICK DAYS

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

Because they provide for:

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

Here’s what to do:

Request from your employer

Go to sfgov.org/olse/pslo

SF FFWO

SF FAMILY FRIENDLY WORKPLACE ORDINANCE

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

Because they provide for:

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

Here’s what to do:

Request from your employer

Go to sfgov.org/olse/ffwo

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

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