

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:

PDL

PREGNANCY DISABILITY LEAVE

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

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

SDI

STATE DISABILITY INSURANCE

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

PFL

PAID FAMILY LEAVE

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

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

SF PSD

SF PAID SICK DAYS

- Worked at least 90 days
- Ill or medical appointments

FEHA / SF LITW / LAL

FAIR EMPLOYMENT & HOUSING ACT

- 5+ employees

SF LACTATION IN THE WORKPLACE / LACTATION ACCOMMODATIONS LAW

Because they provide for:

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

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

- Up to 60% or 70% of weekly wages, depending on income, for a max. of 52 weeks, after 1-week waiting period

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

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

- Protection from retaliation

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

- Protection from retaliation

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

- 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

Here's what to do:

Request from your employer

Request from your employer

Apply at www.EDD.ca.gov

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Request from your employer

Go to sfgov.org/pplo

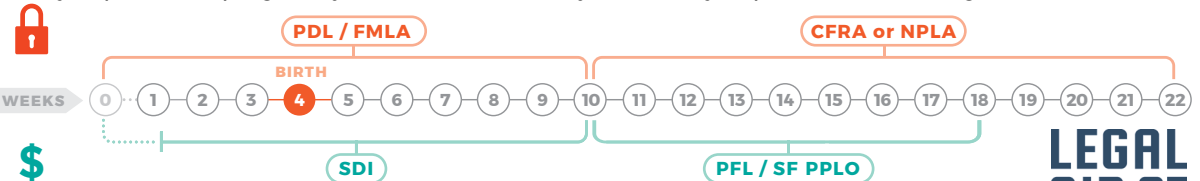
Request from your employer

Go to sfgov.org/olse/pslo

Request from your employer

Go to dfeh.ca.gov, sfgov.org/olse/ or dlse.ca.gov

job-protected pregnancy & childbirth disability leave job-protected bonding leave



wage replacement

QUESTIONS ?

Call 800-880-8047

legalaidthatwork.org/wf





I'm a new parent

in **SAN FRANCISCO**

parenting + MY JOB

I have rights related to:



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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

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- Paid into SDI during base period

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

Apply at www.EDD.ca.gov

SF PPLO

SF PAID PARENTAL LEAVE

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- 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 8 weeks, up to a cap (can be taken intermittently)

Request from your employer

- Protection from retaliation

Go to 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

Go to sfgov.org/olse/pslo

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

