**I'm pregnant in SAN FRANCISCO**

**pregnancy + MY JOB**

These laws may help:

**PREGNANCY DISABILITY LEAVE**
- 5+ employees

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

Request from your employer

**CALIFORNIA FAMILY RIGHTS ACT**
- 1+ year of service
- 1250+ hrs of work in previous year
- 5+ employees nationwide

- 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

**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

**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

**STATE DISABILITY INSURANCE**
- 5+ employees nationwide

- 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

**FEHA / SF LITW / LAL**
- 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, sfogov.org/olse/ or dlse.ca.gov

**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.

**PAY**

**WEEKS**

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

- $0
- $1
- $2
- $3
- $4
- $5
- $6
- $7
- $8
- $9
- $10
- $11
- $12
- $13
- $14
- $15
- $16
- $17
- $18
- $19
- $20
- $21
- $22

**job-protected bonding leave**

- $0
- $1
- $2
- $3
- $4
- $5
- $6
- $7
- $8
- $9
- $10
- $11
- $12
- $13
- $14
- $15
- $16
- $17
- $18
- $19
- $20
- $21
- $22

**LEGAL AID AT WORK**

Legal Aid at Work cannot ensure this information is current or be responsible for any use to which it is put. Legal rights vary based on individual circumstances. This is up to date as of January 2021. Created with support from Ascend at the Aspen Institute, the David & Lucile Packard Foundation, Blue Shield of California Foundation, the Walter & Elise Haas Fund, and The California Wellness Foundation.

**QUESTIONS**

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

parenting + MY JOB

These laws may help:

**California Family Rights Act**
- 1+ year of service
- 1250+ hrs of work in previous year
- 5+ employees nationwide

**Family School Partnership Act**
- 25+ employees
- May be used by a parent, guardian, step-parent, foster parent, grandparent, or a person who stands in loco parentis to a child.

**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

**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 Paid Sick Days**
- Worked at least 90 days
- Ill, caring for ill child or medical appointments

**SF Family Friendly Workplace Ordinance**
- Work in San Francisco
- Worked at least 6 months
- 20+ employees

**Questions?**
Call 800-880-8047 legalaidatwork.org/wf

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

*Remember, if you qualify for FMLA, it runs at the same time as PDL and CFRA. It does not provide you with more leave.