**I'm pregnant**

**DURING AND AFTER PREGNANCY**

**THESE LAWS MAY HELP:**

<table>
<thead>
<tr>
<th>Law</th>
<th>Requirements</th>
<th>Benefits</th>
<th>What to Do</th>
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</thead>
<tbody>
<tr>
<td><strong>PREGNANCY DISABILITY LEAVE</strong>&lt;sup&gt;*&lt;/sup&gt;</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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<tr>
<td><strong>CALIFORNIA FAMILY RIGHTS ACT</strong>&lt;sup&gt;*&lt;/sup&gt;</td>
<td>1+ year of service, 1250+ hrs of work in previous year, 5+ employees nationwide</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>
</tr>
<tr>
<td><strong>STATE DISABILITY INSURANCE</strong></td>
<td>Unable to work, or working less, due to disability, Paid into SDI during base period</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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<tr>
<td><strong>PAID FAMILY LEAVE</strong></td>
<td>On leave to bond with a newborn, newly adopted or foster child, Paid into SDI during base period</td>
<td>Up to 60% or 70% of weekly wages, depending on income, for a max. of 8 weeks (can be taken intermittently)</td>
<td>Apply at <a href="http://www.EDD.ca.gov">www.EDD.ca.gov</a></td>
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<tr>
<td><strong>CA PAID SICK DAYS</strong></td>
<td>Worked at least 90 days, Ill or medical appointments</td>
<td>Accrue 1 hour for every 30 hours worked up to a max. of 6 days per year, Employer may cap use at 3 days per year</td>
<td>Request from your employer</td>
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<tr>
<td><strong>FAIR EMPLOYMENT &amp; HOUSING ACT</strong></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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<tr>
<td><strong>LACTATION ACCOMMODATIONS LAW</strong></td>
<td></td>
<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 or dlse.ca.gov</td>
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</tbody>
</table>

*If you also qualify for the federal Family & Medical Leave Act (FMLA), it will run at the same time as your leave under these state laws. It does not provide you with more leave.

**HOW THIS MIGHT WORK**

Lisa has a normal pregnancy, so she needs 4 weeks off before her due date and 6 weeks off after delivery to recover. After that, she needs 12 weeks off to bond with her newborn.

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DADS · MOMS · GUARDIANS · ADOPTIVE · FOSTER

## Parenting + MY JOB

### All Parents

All of these rights and protections, except for Unemployment Insurance, are available regardless of immigration status.

### Job-Protected Leave

*If you also qualify for the federal Family & Medical Leave Act (FMLA), it will run at the same time as your leave under these state laws. It does not provide you with more leave.

### California Family Rights Act (CFRA)*

- **1+ year of service**
- **1250+ hrs of work in previous year**
- **5+ employees nationwide**

**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 the first year of birth or placement in the home, or to care for a seriously ill family member
- Continuation of health benefits

**Here’s what to do:**

Request from your employer

### Family School Partnership Act (FSPA)

- **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

### Paid Family Leave (PFL)

- **On leave to bond with a newborn, 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

### Paid Sick Days (PSD)

- **Worked at least 90 days**
- **Ill, caring for ill child or medical appointments**
- **Local laws may provide additional paid sick time**

**Because they provide for:**

- Accrue 1 hour for every 30 hours worked up to a max. of 6 days per year
- Employer may cap use at 3 days per year
- Protection from retaliation

**Here’s what to do:**

Request from your employer

Go to dlse.ca.gov

### Unemployment Insurance (UI)

- **Able to work but unemployed or working less through no fault of your own (laid off/fired, leave not granted, etc.)**

**Because they provide for:**

- Up to $450 per week, after 1-week waiting period

**Here’s what to do:**

Apply at www.EDD.ca.gov

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### How This Might Work

Juan needs 12 weeks off to bond with his infant daughter.

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### Wage Replacement

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<th>0</th>
<th>1</th>
<th>2</th>
<th>3</th>
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<th>6</th>
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*Remember, if you qualify for FMLA, it runs at the same time as PDL and CFRA. It does not provide you with more leave.*

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Call 800-880-8047
legalaidatwork.org/wf