I'm pregnant

**DURING AND AFTER PREGNANCY**

**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 8 weeks (can be taken intermittently)
  - Apply at www.EDD.ca.gov

- **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 8 weeks, up to a cap (can be taken intermittently)
  - Request from your employer
  - Go to sfgov.org/pplo

- **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)
  - Protection from retaliation
  - Request from your employer
  - Go to sfgov.org/olse/pslo

- **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, 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.

- **PDL**
  - pregnancy + childbirth disability leave
  - Wage replacement

- **CFRA**
  - job-protected bonding leave

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

#### California Family Rights Act
- 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
- 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
- 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 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)
- Protection from retaliation

Here’s what to do:
- Request from your employer
- Go to sfgov.org/pplo

#### 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)
- Protection from retaliation

Here’s what to do:
- Request from your employer
- Go to sfgov.org/olse/pslo

#### 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
- Protection from discrimination, harassment, and retaliation

Here’s what to do:
- Request from your employer
- Go to sfgov.org/olse/ffwo

### Pay

#### 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)
- Protection from retaliation

Here’s what to do:
- Request from your employer
- Go to sfgov.org/pplo

### Accommodations

#### 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
- Protection from discrimination, harassment, and retaliation

Here’s what to do:
- Request from your employer
- Go to sfgov.org/olse/ffwo

### I’m pregnant

See other side for parenting.