I’m pregnant

These laws may help:

Because they provide for:

Here’s what to do:

**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 (CFRA)**
- 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 (SDI)**
- 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 (PFL)**
- 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 (PPL)**
- 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

**SF Paid Sick Days (PSD)**
- 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

**Fair Employment & Housing Act (FEHA)**
- 5+ employees
- Changes to the way you do your job, transfer, or more leave as a reasonable accommodation for pregnancy
- Protection from retaliation

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, sfgov.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.

**Questions**

Call 800-880-8047
legalaidatwork.org/wf

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.

LEGAL AID AT WORK
I'm a new parent

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, stepparent, 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

**San Francisco 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

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

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

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
- Apply at www.EDD.ca.gov
- Request from your employer
- Request from your employer
- Go to sfgov.org/pplo
- Go to sfgov.org/olse/pslo
- Go to sfgov.org/olse/ffwo

**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.

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

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.