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.

**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, 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**

- 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**

- 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

**HOW THIS MIGHT WORK**

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

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

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**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.

### CFRA*
- **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

### 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.

  **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

### PFL*
- **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 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

  **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 PSD
- **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 FFWO
- **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

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<td>HOW THIS MIGHT WORK</td>
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**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.

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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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