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**
- 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, adopted or foster child within first year, or to care for a seriously ill family member
- Paid into SDI during base period

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

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

**PAY**

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<tr>
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<th>CFRA*</th>
<th>FSPA</th>
<th>PFL</th>
<th>PSD</th>
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<th><strong>HOW THIS MIGHT WORK</strong></th>
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<td>Juan needs 12 weeks off to bond with his infant daughter.</td>
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**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
- Request from your employer
- Apply at www.EDD.ca.gov
- Request from your employer
- Go to dlse.ca.gov
- Apply at www.EDD.ca.gov

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

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 July 2023. Created with support from Ascend at the Aspen Institute, the David and Lucile Packard Foundation, Blue Shield of California Foundation, the Walter and Elise Haas Fund, and The California Wellness Foundation.
## California Parenting + My Job

### Laws That May Help:

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

**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.

**Paid Family Leave (PFL)**
- 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 (SF PPL)**
- 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 (SF PSD)**
- Worked at least 90 days
- Ill, caring for ill child or medical appointments

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

### 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.

### To Do:

1. **Request from your employer**
   - 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

2. **Apply at www.EDD.ca.gov**
   - Up to 60% or 70% of weekly wages, depending on income, for a max. of 8 weeks (can be taken intermittently)

3. **Request from your employer**
   - Difference between PFL and normal weekly wages for a max. of 8 weeks, up to a cap (can be taken intermittently)
   - Protection from retaliation

4. **Go to sfgov.org/ffwo**
   - Right to request flexible or predictable work arrangements to help with family caregiving
   - Protection from discrimination, harassment, and retaliation

5. **Go to sfgov.org/pslo**
   - Accru 9 days (if 10+ employees); 5 days (if less than 10)
   - Protection from retaliation

6. **Go to sfgov.org/pplo**
   - 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

### Payments

- **PFL / SF PPL**
  - Wage replacement

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