### Job-Protected Pregnancy & Childbirth Disability Leave

**PDL**

**Pregnancy Disability Leave**
- 5+ employees

**PFL**

**Paid Family Leave**
- On leave to bond with a newborn, newly adopted or foster child
- Paid into SDI during base period

**CFRA**

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

**SDI**

**State Disability Insurance**
- Unable to work, or working less, due to disability
- Paid into SDI during base period

**SF PFL**

**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

**SF PSD**

**SF Paid Sick Days**
- Worked at least 90 days
- Ill or medical appointments

**FEHA/SF LITW/LAL**

**Fair Employment & Housing Act**
- 5+ employees

**SF Lactation in the Workplace / Lactation Accommodations Law**

**PDL**

- Job-protected pregnancy & childbirth disability leave
- 5+ employees

**CFRA**

- Job-protected bonding leave
- 1+ year of service
- 1250+ hrs of work in previous year
- 5+ employees nationwide

**SDI**

- State Disability Insurance
- Up to 60% or 70% of weekly wages, depending on income, for a max. of 52 weeks, after 1-week waiting period*

**PFL**

- Paid family leave
- Up to 60% or 70% of weekly wages, depending on income, for a max. of 8 weeks (can be taken intermittently)*

**PFL / SF PPLO**

- Paid into SDI during base period
- Difference between PFL and normal weekly wages for a max. of 8 weeks, up to a cap (can be taken intermittently)

**PFL / SF PPLO**

- Protection from retaliation
- $*

**SF PSD**

- Request from your employer
- Protection from retaliation
- Request from your employer

**FEHA/SF LITW/LAL**

- Changes to the way you do your job, transfer, or more leave as a reasonable accommodation for pregnancy

**FEHA/SF LITW/LAL**

- Protection from discrimination, harassment, and retaliation

**LEGAL AID AT WORK**

Call 800-880-8047
legalaidatwork.org/wf

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*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.

*Beginning in 2025, benefit rates will increase to 90% for low-to-middle income workers and 70% for higher earners.

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I'm pregnant, see other side for parenting.

**My Job**

San Francisco

**Job-Protected Leave**

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

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**Pay**

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

**Accommodations**

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.

**Caution**

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.