## I’m pregnant

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.

### PAY

$ = ACCOMMODATIONS

### HOW THIS MIGHT WORK

Lisa has an uncomplicated pregnancy, so she needs 4 weeks off before her due date and 6 weeks off after delivery to recover. After that, she needs 12 weeks off to bond with her newborn.

### THESE LAWS MAY HELP:

<table>
<thead>
<tr>
<th>Law</th>
<th>Requirements</th>
<th>Because they provide for</th>
<th>Here’s what to do</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>PREGNANCY DISABILITY LEAVE</strong></td>
<td>5+ employees</td>
<td>Up to 4 months job-protected, unpaid leave while disabled by pregnancy, childbirth or related condition</td>
<td>Request from your employer</td>
</tr>
<tr>
<td><strong>CALIFORNIA FAMILY RIGHTS ACT</strong></td>
<td>1+ year of service, 1250+ hrs of work in previous year, 5+ employees nationwide</td>
<td>12 weeks of job-protected bonding leave within 1 year of birth starting after pregnancy disability is over</td>
<td>Request from your employer</td>
</tr>
<tr>
<td><strong>STATE DISABILITY INSURANCE</strong></td>
<td>Unable to work, or working less, due to disability, Paid into SDI during base period</td>
<td>Up to 60% or 70% of weekly wages, depending on income, for a max. of 52 weeks, after 1-week waiting period*</td>
<td>Apply at <a href="http://www.EDD.ca.gov">www.EDD.ca.gov</a></td>
</tr>
<tr>
<td><strong>PAID FAMILY LEAVE</strong></td>
<td>On leave to bond with a newborn, newly adopted or foster child, Paid into SDI during base period</td>
<td>Up to 60% or 70% of weekly wages, depending on income, for a max. of 8 weeks (can be taken intermittently)*</td>
<td>Apply at <a href="http://www.EDD.ca.gov">www.EDD.ca.gov</a></td>
</tr>
<tr>
<td><strong>CA PAID SICK DAYS</strong></td>
<td>Worked at least 90 days, Ill or medical appointments</td>
<td>Accrue 1 hour for every 30 hours worked, Employer may cap use at 5 days per year, Protection from retaliation</td>
<td>Request from your employer, Go to dir.ca.gov</td>
</tr>
<tr>
<td><strong>FAIR EMPLOYMENT &amp; HOUSING ACT</strong></td>
<td>5+ employees</td>
<td>Changes to the way you do your job, transfer, or more leave as a reasonable accommodation for pregnancy</td>
<td>Request from your employer</td>
</tr>
<tr>
<td><strong>LACTATION ACCOMMODATIONS LAW</strong></td>
<td></td>
<td>Break time and a safe, clean private space (not a bathroom) for pumping, employer to provide access to electricity, a sink, and refrigeration, Protection from discrimination, harassment, and retaliation</td>
<td>Go to calcivilrights.ca.gov or dir.ca.gov</td>
</tr>
</tbody>
</table>

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

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

### JOB-PROTECTED LEAVE

- **PDL**: 
  - Up to 4 months job-protected, unpaid leave while disabled by pregnancy, childbirth or related condition
  - Continuation of health benefits
  - Request from your employer

- **CFRA**: 
  - 12 weeks of job-protected bonding leave within 1 year of birth starting after pregnancy disability is over
  - Request from your employer

- **SDI**: 
  - Up to 60% or 70% of weekly wages, depending on income, for a max. of 52 weeks, after 1-week waiting period*
  - Paid into SDI during base period
  - Apply at www.EDD.ca.gov

- **PFL**: 
  - Up to 60% or 70% of weekly wages, depending on income, for a max. of 8 weeks (can be taken intermittently)*
  - Paid into SDI during base period
  - Apply at www.EDD.ca.gov

- **PSD**: 
  - Accrue 1 hour for every 30 hours worked
  - Employer may cap use at 5 days per year
  - Protection from retaliation
  - Request from your employer, Go to dir.ca.gov

- **FEHA / LAL**: 
  - Changes to the way you do your job, transfer, or more leave as a reasonable accommodation for pregnancy
  - Request from your employer

- **SDI**
  - Wage replacement

- **PFL**
  - Job-protected bonding leave

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# Parenting + My Job

## All Parents

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:

### 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
- Exception for emergencies, employer may cap use at 8 hours per month

**Here’s what to do:**
- Request from your employer

### Paid Family Leave (PFL)

**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)*
- Protection from retaliation

**Here’s what to do:**
- Apply at www.EDD.ca.gov

**What is it?**
- 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

**Request from your employer**

### Paid Sick Days (PSD)

**Because they provide for:**
- Accrue 1 hour for every 30 hours worked
- Employer may cap use at 5 days per year
- Protection from retaliation

**Here’s what to do:**
- Go to dir.ca.gov

**What is it?**
- Worked at least 90 days
- Ill, caring for ill child or medical appointments
- Local laws may provide additional paid sick time

### Unemployment Insurance (UI)

**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

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

### How This Might Work

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

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**LEGAL AID AT WORK**

First 5 California + Legal Aid at Work

See other side for

I’m pregnant

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