## These Laws May Help:

<table>
<thead>
<tr>
<th>Law</th>
<th>Because they provide for:</th>
<th>Here’s what to do:</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>PDL</strong></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>CFRA</strong></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>SDI</strong></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>PFL</strong></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>SF PPLO</strong></td>
<td>Difference between PFL and normal weekly wages for a max. of 8 weeks, up to a cap (can be taken intermittently)</td>
<td>Request from your employer</td>
</tr>
<tr>
<td><strong>SF PSD</strong></td>
<td>Accrue 9 days (if 10+ employees); 5 days (if less than 10)</td>
<td>Request from your employer</td>
</tr>
<tr>
<td><strong>FEHA / SF LITW / LAL</strong></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>SF LACTATION</strong></td>
<td>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.</td>
<td>Protection from discrimination, harassment, and retaliation</td>
</tr>
</tbody>
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### 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.

### Pay

- **$**: Pay

### Accommodations

- **FAQ EMPLOYMENT & HOUSING ACT**
  - 5+ employees

### Questions

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.

* 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 January 2024. 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.
I'm pregnant

All parents

**DADS · MOMS · GUARDIANS · ADOPTIVE · FOSTER**

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

**San Francisco Paid Parental Leave (SF PPLO)**
- 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)
- Protection from retaliation

**San Francisco Paid Sick Days (SF PSD)**
- Worked at least 90 days
- Ill, caring for ill child or medical appointments
- Accrue 9 days (if 10+ employees); 5 days (if less than 10)
- Protection from retaliation

**San Francisco Family Friendly Workplace Ordinance (SF FFWO)**
- Work in San Francisco
- Worked at least 6 months
- 20+ employees
- Right to flexible or predictable work arrangements or accommodations to help with family caregiving unless causes undue hardship to employer
- Protection from discrimination, harassment, and retaliation

Juan needs 12 weeks off to bond with his infant daughter. After that, Juan needs a flexible schedule to help with child care.

**Questions?**
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