

I'm pregnant

DURING AND AFTER PREGNANCY

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.



## PAY



## ACCOMMODATIONS

### 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.

### THESE LAWS MAY HELP:

Because they provide for:

Here's what to do:

#### PDL

#### PREGNANCY DISABILITY LEAVE

- 5+ employees

- 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\*

#### CALIFORNIA FAMILY RIGHTS ACT

- 1+ year of service
- 1250+ hrs of work in previous year
- 5+ employees nationwide

- 12 weeks of job-protected bonding leave within 1 year of birth starting after pregnancy disability is over
- Continuation of health benefits

**Request from your employer**

#### SDI

#### STATE DISABILITY INSURANCE

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

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

**Apply at [www.EDD.ca.gov](http://www.EDD.ca.gov)**

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

#### PFL

#### PAID FAMILY LEAVE

- On leave to bond with a newborn, newly adopted or foster child
- 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)\*

**Apply at [www.EDD.ca.gov](http://www.EDD.ca.gov)**

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

#### 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

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

**Request from your employer**

- Protection from retaliation

**Go to [sfgov.org/pplo](http://sfgov.org/pplo)**

#### SF PSD

#### SF PAID SICK DAYS

- Worked at least 90 days
- Ill or medical appointments

- Accrue 9 days (if 10+ employees); 5 days (if less than 10)

**Request from your employer**

- Protection from retaliation

**Go to [sfgov.org/olse/pslo](http://sfgov.org/olse/pslo)**

#### FEHA / SF LITW / LAL

#### FAIR EMPLOYMENT & HOUSING ACT

- 5+ employees

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

**Request from your employer**

#### SF LACTATION IN THE WORKPLACE / LACTATION ACCOMMODATIONS LAW

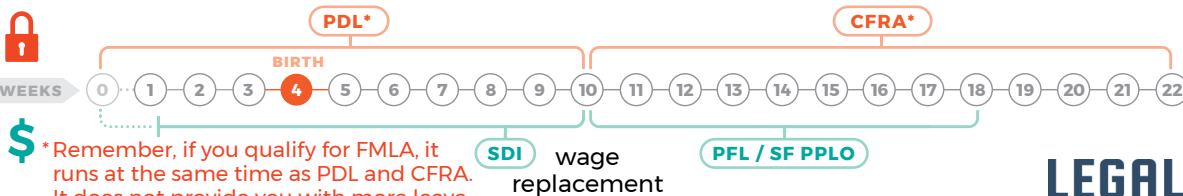
- Break time and a safe, clean private space (not a bathroom) for pumping with a place to sit, a surface to place the breast pump, and access to electricity, a sink, and refrigeration.

- Protection from discrimination, harassment, and retaliation

**Go to [calcivilrights.ca.gov](http://calcivilrights.ca.gov), [sfgov.org/olse/](http://sfgov.org/olse/) or [dlse.ca.gov](http://dlse.ca.gov)**

job-protected pregnancy & childbirth disability leave

job-protected bonding 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.

**QUESTIONS ?**  
Call 800-880-8047  
[legallaidatwork.org/wf](http://legallaidatwork.org/wf)



all  
**parents**

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

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

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

### THESE LAWS MAY HELP:

Because they provide for:

Here's what to do:

#### CFRA\*

##### CALIFORNIA FAMILY RIGHTS ACT

- 1+ year of service
- 1250+ hrs of work in previous year
- 5+ employees nationwide

- 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

**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.

- 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

**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

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

**Apply at [www.EDD.ca.gov](http://www.EDD.ca.gov)**

- Paid into SDI during base period

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

#### 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

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

**Request from your employer**

- Protection from retaliation

**Go to [sfgov.org/pplo](http://sfgov.org/pplo)**

#### SF PSD

##### SF PAID SICK DAYS

- 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)

**Request from your employer**

- Protection from retaliation

**Go to [sfgov.org/olse/pslo](http://sfgov.org/olse/pslo)**

#### SF FFOW

##### SF FAMILY FRIENDLY WORKPLACE ORDINANCE

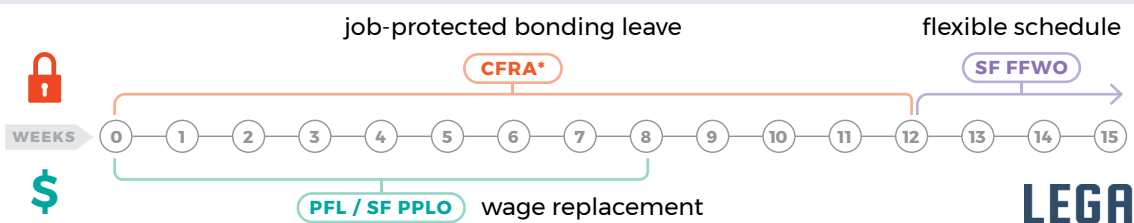
- Work in San Francisco
- Worked at least 6 months
- 20+ employees

- Right to flexible or predictable work arrangements or accommodations to help with family caregiving unless causes undue hardship to employer

**Request from your employer**

- Protection from discrimination, harassment, and retaliation

**Go to [sfgov.org/olse/ffwo](http://sfgov.org/olse/ffwo)**



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.

**QUESTIONS ?**  
Call 800-880-8047  
[legallaidatwork.org/wf](http://legallaidatwork.org/wf)

