



# pregnancy + my job

see other side for →

I have rights related to:



**JOB PROTECTION**

**Need time off from your job?**



**WAGE REPLACEMENT**

**Need income while you aren't working?**



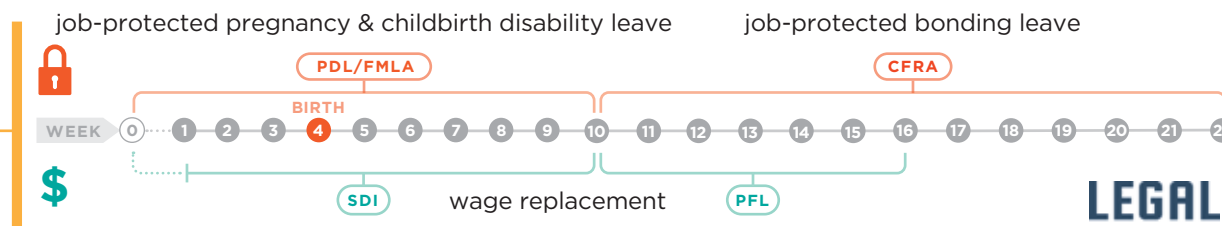
**ACCOMMODATIONS AND EQUALITY**

**Need workplace accommodations? Facing discrimination?**

THESE LAWS MAY HELP:	Because they provide for:	Here's what to do:
<b>PDL</b> <b>PREGNANCY DISABILITY LEAVE</b> <ul style="list-style-type: none"> <li>5+ employees</li> <li>If eligible for both, runs at the same time as FMLA leave</li> </ul>	<ul style="list-style-type: none"> <li>Up to 4 months job-protected, unpaid leave while disabled by pregnancy, childbirth or related condition (can be taken intermittently)</li> <li>Continuation of health benefits</li> </ul>	<b>Request from your employer</b>
<b>FMLA/CFRA</b> <b>FAMILY MEDICAL LEAVE ACT / CALIFORNIA FAMILY RIGHTS ACT</b> <ul style="list-style-type: none"> <li>1+ year of service</li> <li>1250+ hrs of work in previous year</li> <li>50+ employees w/in 75 miles</li> </ul>	<ul style="list-style-type: none"> <li>12 weeks of job-protected bonding leave within 1 year of birth under CFRA, after disability leave is over</li> <li>Continuation of health benefits</li> </ul>	<b>Request from your employer</b>
<b>SDI</b> <b>STATE DISABILITY INSURANCE</b> <ul style="list-style-type: none"> <li>Unable to work, or working less, due to disability</li> <li>Paid into SDI fund during base period</li> </ul>	<ul style="list-style-type: none"> <li>Up to 55% of weekly wages for a max. of 52 weeks, after 1-week waiting period</li> </ul>	<b>Apply at <a href="http://www.EDD.ca.gov">www.EDD.ca.gov</a></b>
<b>PFL</b> <b>PAID FAMILY LEAVE</b> <ul style="list-style-type: none"> <li>On leave to bond with a newborn, newly adopted or foster child</li> <li>Paid into SDI fund during base period</li> </ul>	<ul style="list-style-type: none"> <li>Up to 55% of weekly wages for a max. of 6 weeks (can be taken intermittently)</li> <li>No waiting period for bonding mothers transitioning from SDI benefits</li> </ul>	<b>Apply at <a href="http://www.EDD.ca.gov">www.EDD.ca.gov</a></b>
<b>PSD</b> <b>CA PAID SICK DAYS</b> <ul style="list-style-type: none"> <li>Worked at least 90 days</li> <li>Ill or receiving care (e.g. prenatal care)</li> </ul>	<ul style="list-style-type: none"> <li>Accrue 1 hour for every 30 hours worked up to a max. of 6 days per year</li> <li>Employer may cap use at 3 days per year</li> </ul>	<b>Request from your employer</b>
<b>FEHA/LAL</b> <b>FAIR EMPLOYMENT &amp; HOUSING ACT</b> <ul style="list-style-type: none"> <li>5+ employees</li> </ul> <b>LACTATION ACCOMMODATIONS LAW</b>	<ul style="list-style-type: none"> <li>Changes to the way you do your job, transfer, or more leave as a reasonable accommodation for pregnancy</li> <li>Break time and private space (not a bathroom) for pumping breastmilk</li> <li>Protection from discrimination, harassment, and retaliation</li> </ul>	<b>Request from your employer (See sample letters at <a href="http://legalaidatwork.org">legalaidatwork.org</a>)</b>  <b>Go to <a href="http://dfeh.ca.gov">dfeh.ca.gov</a> or <a href="http://dlse.ca.gov">dlse.ca.gov</a></b>

**How this might work**

Lisa needs 4 weeks off of work before her due date and 6 weeks off to recover from childbirth. After that, she needs 12 weeks off to bond with her newborn.



Legal Aid at Work cannot ensure this information is current or be responsible for any use to which it is put. Printed with support from the State Bar of California's Labor and Employment Law Section.

Questions? Call: 800-880-8047 [legalaidatwork.org](http://legalaidatwork.org)





# parenting + my job

see other side for I'm pregnant

I have rights related to:



JOB PROTECTION

Need time off from your job?

## THESE LAWS MAY HELP:

Because they provide for:

Here's what to do:

**FMLA/CFRA** IF BONDING WITH NEW CHILD OR CARING FOR ... **child** **parent** **spouse** **domestic partner**

### FAMILY MEDICAL LEAVE ACT / CALIFORNIA FAMILY RIGHTS ACT

- 1+ year of service
- 1250+ hrs of work in previous year
- 50+ employees w/in a 75 mile radius

- Job-protected, unpaid leave for a max. of 12 weeks to bond with a newborn, adopted or foster child within first year, 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 child 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 calendar month

**Request from your employer**

**PFL**

### 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 fund during base period

- Up to 55% of weekly wages for a max. of 6 weeks, after 1-week waiting period (can be taken intermittently)

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

**PSD**

### CA PAID SICK DAYS

- Worked at least 90 days
- Caring for ill child

- Accrue 1 hour for every 30 hours worked up to a max. of 6 days per year
- Employer may cap use at 3 days per year

**Request from your employer**

- Protection from retaliation

**Go to [dlse.ca.gov](http://dlse.ca.gov)**

**UI**

### UNEMPLOYMENT INSURANCE

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

- Up to \$450 per week for a max. of 26 weeks, after 1-week waiting period

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

**WAGE REPLACEMENT**

Need income while you aren't working?

## How this might work

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

