

# I'm pregnant

in CALIFORNIA

# pregnancy + MY JOB

I have rights related to:



**JOB PROTECTION**

Need time off from your job?



**WAGE REPLACEMENT**

Need income while you aren't working?



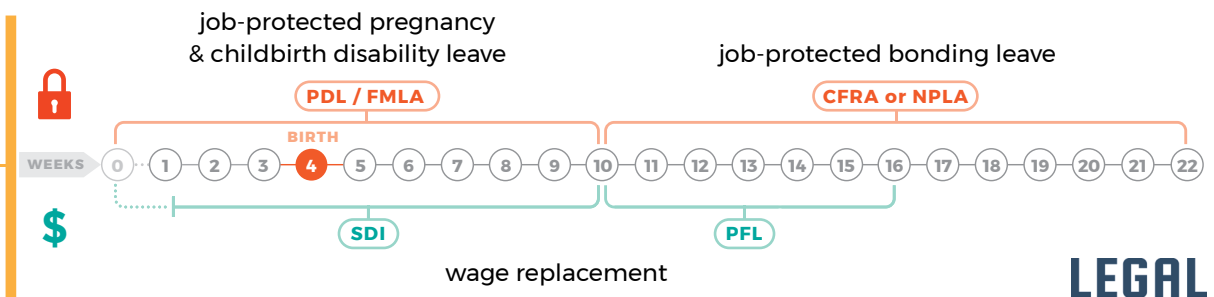
**ACCOMMODATIONS AND EQUALITY**

Need accommodations? Facing discrimination?

**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:
<b>PDL</b> <b>PREGNANCY DISABILITY LEAVE</b> • 5+ employees • If eligible for both, runs at the same time as FMLA leave	<ul style="list-style-type: none"> <li>Up to 4 months job-protected, unpaid leave while disabled by pregnancy, childbirth or related condition</li> <li>Continuation of health benefits</li> </ul>	<b>Request from your employer</b>
<b>FMLA/CFRA or NPLA</b> <b>FAMILY MEDICAL LEAVE ACT/ CALIFORNIA FAMILY RIGHTS ACT or NEW PARENT LEAVE ACT</b> • 1+ year of service • 1250+ hrs of work in previous year • 20+ employees w/in 75 miles	<ul style="list-style-type: none"> <li>12 weeks of job-protected bonding leave within 1 year of birth starting after pregnancy disability is over</li> <li>Continuation of health benefits</li> </ul>	<b>Request from your employer</b>
<b>SDI</b> <b>STATE DISABILITY INSURANCE</b> • Unable to work, or working less, due to disability • Paid into SDI during base period	<ul style="list-style-type: none"> <li>Up to 60% or 70% of weekly wages, depending on income, 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> • On leave to bond with a newborn, newly adopted or foster child • Paid into SDI during base period	<ul style="list-style-type: none"> <li>Up to 60% or 70% of weekly wages, depending on income, for a max. of 6 weeks (can be taken intermittently)</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> • Worked at least 90 days • Ill or medical appointments	<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> • 5+ employees  <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</li> <li>Protection from discrimination, harassment, and retaliation</li> </ul>	<b>Request from your employer</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>



I'm a new parent

in CALIFORNIA

see other side for



# parenting + MY JOB

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 or NPLA**

**FAMILY MEDICAL LEAVE ACT / CALIFORNIA FAMILY RIGHTS ACT or NEW PARENT LEAVE ACT**

- 1+ year of service
- 1250+ hrs of work in previous year
- 20+ employees w/in 75 miles

- Job-protected, unpaid leave for a max. of 12 weeks to bond with a newborn, newly adopted or foster child within first year (or care for a seriously ill family member if 50+ employees)
- 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**



**WAGE REPLACEMENT**

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

**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 during base period

- Up to 60% or 70% of weekly wages, depending on income, for a max. of 6 weeks (can be taken intermittently)

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

**PSD**

**PAID SICK DAYS**

- Worked at least 90 days
- Ill, caring for ill child or medical appointments

- 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**

**UI**

**UNEMPLOYMENT INSURANCE**

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

- Protection from retaliation

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

- 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)**

**HOW THIS MIGHT WORK**

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

