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| FMLA/CFRA-Yes Message | You are eligible for job-protected leave under the **California Family Rights Act (CFRA)** and **Family Medical Leave Act (FMLA)**. This leave provides you 12 weeks of job-protected leave to bond with a new baby, newly adopted child, or newly fostered child. This leave must be used within 1 year of your child’s birth. IIf you adopt of foster a child, you can take this bonding leave within a year of the child’s adoption or placement. It is available to those who have worked for their employer for at least 1 year, have worked 1,250 hours for that employer in the last year, and who have an employer with at least 50 employees working within a 75 mile radius. It applies to both birth mothers and non-birth parents. |
| FMLA/CFRA-No Message | You are not eligible for job-protected leave to bond with your new child. Leave under the **Family Medical Leave Act** **(FMLA)** and the **California Family Rights Act (CFRA)** is only available to those who have worked for their employer for at least 1 year, have worked 1,250 hours for that employer in the last year, and who have an employer with at least 50 employees working within a 75 mile radius.  Even when job protected leave is not available to you, you can still request leave from your employer. Your employer or union may have policies that give you time off. |
| PFL-Yes Message | Because you paid into **State Disability Insurance (SDI)** fund, you are likely eligible for **Paid Family Leave (PFL)**. **Paid Family Leave** allows you to receive up to 55% of your weekly wages for up to 6 weeks while you are bonding with a newborn child within the first year, a newly adopted or foster child within the first year in your home, or caring for a seriously ill family member.  There is a 1 week waiting period in which you will not receive wages. Apply for **Paid Family Leave** at [www.EDD.ca.gov](http://www.EDD.ca.gov). **Take our “I qualify for Paid Family Leave: how much will I receive while I am away from work to bond with my new child?” quiz to learn if you may be able to obtain a higher percentage of your weekly wages.**  If you are not eligible for job-protected bonding leave under **FMLA** or **CFRA**, your **PFL** alone is not protected. If you qualify for **PFL**, but not job- protected leave, you can still request leave from your employer. Your employer or union may have policies that will give you time off. |
| PFL-No Message | Because you did not pay into the **State Disability Insurance (SDI)** fund, you are not eligible for **Paid Family Leave (PFL)** (partial wage replacement) during the time you take off work to bond with your new baby, or newly adopted or fostered child.  Check with your employer or union to see if they have a policy regarding paid leave. |
| PPLO – Yes Message | You are covered by the **SF Family Friendly Workplace Ordinance (FFWO)**. The **SF Family Friendly Workplace Ordinance** provides those who have worked in San Francisco for the last six months and whose employers have at least 20 employees with the right to request flexible or predictable work arrangements to help with family caregiving. Your employer must grant your request unless they have a bona fide business reason explained in writing. Also, your employer is prohibited from harassing, retaliating against, or discriminating against you for being a caregiver or requesting these work schedule accommodations.  To access these accommodations, request them from your employer. You may use [this form](http://sfgsa.org/Modules/ShowDocument.aspx?documentID=11319) as a sample. |
| PPLO – No Message | You are not covered by the **SF Family Friendly Workplace Ordinance (FFWO).** The **SF Family Friendly Workplace Ordinance** is only available to those who work for an employer with 20 employees, and who have worked in San Francisco for the past six months. |
| Chart 1 | Covered by FMLA/CFRA, and PFL |
| Chart 2 | Covered by only FMLA/CFRA |
| Chart 3 | Covered by only PFL |
| Chart 4 | Covered by nothing |

**Instructions:** At the end, provide the person with a sheet including all of the above sections and charts which appeared to him or her throughout the quiz, excluding the words in blue.