Have you worked at least 1250 hours in the year before your leave will start?

SDI-No Message; PFL-No Message 1

SDI-Yes Message; PFL-Yes Message 1

FFWO-No Message; LA-Yes Message

Does your employer have at least 20 employees?

Do you pay into State Disability Insurance (SDI)?

Yes

SDI-Yes Message; PFL-Yes Message 2; Chart 1

SDI-Yes Message; PFL-Yes Message 3; Chart 3

SDI-No Message; PFL-No Message 2; Chart 2

**California**

I’m Pregnant: What are my rights to time off from work?

FFWO-Yes Message; LA-Yes Message

Yes

Yes

No

Have you worked in San Francisco for the past six months?

Yes

No

Do you currently work in San Francisco?

SDI-No Message; PFL-No Message 1; Chart 4

Yes

No

Do you pay into State Disability Insurance (SDI)?

No

No

No

Yes

Have you worked for your employer for at least 1year?

No

Yes

No

Yes

FMLA/CFRA-Yes Message

FMLA/CFRA-No Message

Does your employer have at least 50 employees within 75 miles?

No

PDL-No Message; FFWO-No; LA-Yes Message; FMLA/CFRA-No Message

Yes

No

Do you pay into State Disability Insurance (SDI)?

PDL-Yes Message

Yes

Do you work in California for an employer with at least 5 employees?