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| PDL-Yes Message | You can receive up to 4 months of job-protected, unpaid leave with **Pregnancy Disability Leave (PDL)**. This leave applies when you are disabled by pregnancy, childbirth, or a related condition. It can be taken intermittently or in short increments. Generally, you will be considered disabled starting 4 weeks before your due date, through 6 weeks following vaginal delivery, and 8 weeks following caesarian section. To access **PDL**, request it from your employer. You may need a note from a doctor.    If you are disabled for more than 4 months, you may be eligible for extended leave as a reasonable accommodation for your disability, under the **Fair Employment and Housing Act (FEHA)** or **Americans with Disabilities Act (ADA)**.  You may also be eligible for additional leave to bond with your child (and wage replacement) after your **PDL** is over or you are no longer disabled. Answer the following questions to find out. |
| PDL-No Message | **Pregnancy Disability Leave (PDL)**, which provides up to 4 months of job-protected leave while you are disabled by pregnancy, applies to those working for an employer with at least 5 employees. |
| FMLA/CFRA-Yes Message | You are eligible for job-protected leave under the **California Family Rights Act (CFRA)**. **CFRA** provides you with up to 12 weeks of job-protected leave to bond with your new baby, after your disability has ended. This leave must be used within 1 year of your child’s birth. If 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.  You are also eligible for leave under the **Family Medical Leave Act (FMLA),** but in California, **FMLA** runs at the same time as **PDL**, so if you took **PDL**, **FMLA** will not provide you with any additional leave apart from **CFRA** bonding leave.  You may also be eligible for wage replacement and accommodations. Answer the following questions to find out. |
| FMLA/CFRA-No Message | You are not entitled to job-protected time off to bond with your new baby, newly adopted child, or newly fostered 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 whose employer has 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.  You may also be eligible for wage replacement and accommodations.. Answer the following questions to find out. |
| SDI-Yes Message | You may be eligible for **State Disability Insurance (SDI)**. If you are unable to work or are working work less because of your pregnancy, childbirth, or related conditions, **SDI** can provide you with up to 55% of your weekly wages for up to 52 weeks. There will be a 1-week waiting period during which you will not receive wage replacement. Apply for **State Disability Insurance** at www.EDD.ca.gov.  While **SDI** will provide you with partial wage replacement during time off of work, this leave is not job-protected, unless you are also eligible for **PDL, FMLA,** or other leave. Remember to request leave from your employer. |
| SDI-No Message | Because you did not pay into the **State Disability Insurance (SDI)** fund, you are not eligible for **SDI** (partial wage replacement) during the time you take off work to have a baby or recover from childbirth.  Check with your employer to see if you have a private disability insurance plan. |
| PFL-Yes Message 1 | 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. **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.**  There is a 1-week waiting period in which you will not receive wage replacement. If you received **SDI** for pregnancy and receive **PFL** after you recover, you will not have an additional waiting period. Apply for **Paid Family Leave** at [www.EDD.ca.gov](http://www.EDD.ca.gov).  If you are not eligible for job-protected bonding leave under **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-Yes Message 2 | 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. **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.**  There is a 1-week waiting period in which you will not receive benefits. If you received **SDI** for pregnancy and receive **PFL** after you recover, you will not have an additional waiting period. Apply for **Paid Family Leave** at www.EDD.ca.gov.  This will provide you with wage replacement for six weeks while you take job-protected bonding leave under **CFRA**.  You may also be eligible for accommodations. Answer the following questions to find out. |
| PFL-Yes Message 3 | 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 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. **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.**  There is a 1-week waiting period in which you will not receive wages. If you received **SDI** for pregnancy and receive **PFL** after you recover, you will not have an additional waiting period. Apply for **Paid Family Leave** at www.EDD.ca.gov.  However, you are not eligible for job-protected bonding leave under **CFRA**. Receiving **PFL** alone does not guarantee your job. Because you qualify for **PFL**, but not job-protected bonding leave, you may request leave from your employer. Your employer or union may have policies that will give you time off. If you do receive time off from your employer to bond, you can receive PFL.  You may also be eligible for accommodations. Answer the following questions to find out. |
| PFL-No Message 1 | 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. |
| PFL-No Message 2 | 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.  Although you are not eligible for wage replacement, this does not affect your eligibility to take unpaid job-protected time off to bond with your child under FMLA/CFRA.  You may also be eligible for accommodations. Answer the following questions to find out. |
| FFWO-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 at least six months and whose employer has 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. |
| FFWO-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. |
| LA-Yes Message | You are covered by the **Lactation Accommodations Laws**. These laws provide that you must be given break time and private space (not a bathroom) for pumping breastmilk. They also protect you from discrimination, harassment, or retaliation based on your need to pump breastmilk.  To access these accommodations, request them from your employer. |
| Chart 1 | Covered by PDL, FMLA/CFRA, PFL, and SDI |
| Chart 2 | Covered by only PDL and FMLA/CFRA |
| Chart 3 | Covered by only PDL, PFL, and SDI |
| Chart 4 | Covered by only PDL |

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