



# cancer + my job

see other side for care-giver

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?**

**How this might work**

Alex needs 12 weeks off for cancer treatment. His doctor then extends his leave by 3 weeks.

## THESE LAWS MAY HELP:

Because they provide for:

Here's what to do:

**FMLA/CFRA**

### 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 (can be taken intermittently)
- Continuation of health benefits

**Request from your employer**

**ADA/FEHA**

### AMERICANS WITH DISABILITIES ACT

- 15+ employees

### FAIR EMPLOYMENT & HOUSING ACT

- 5+ employees

- Job-protected leave as a "reasonable accommodation"

**Request from your employer (See sample letters at [www.las-elc.org](http://www.las-elc.org))**

**SDI**

### STATE DISABILITY INSURANCE

- Unable to work, or working less, due to disability
- Paid into SDI fund during base period

- Up to 55% of weekly wages for a max. of 52 weeks, after 1-week waiting period

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

**SF PSD**

### SF PAID SICK DAYS

- Work in San Francisco
- Worked at least 90 days

- Maximum paid time off (accrued)  
9 days (if 10+ employees)  
5 days (if less than 10 employees)

**Request from your employer**

- Protection from retaliation

**Go to [sfgov.org](http://sfgov.org) /[olse/pslo](http://olse/pslo)**

**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)**

**ADA/FEHA**

### AMERICANS WITH DISABILITIES ACT

- 15+ employees

### FAIR EMPLOYMENT & HOUSING ACT

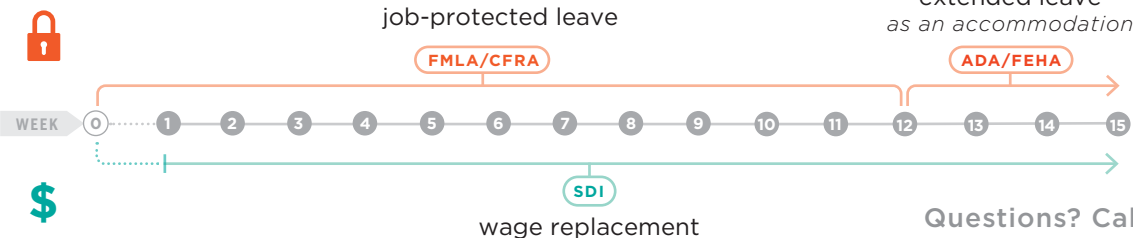
- 5+ employees;  
1+ employee for harassment

- Changes to the way you do your job (such as working part-time, telecommuting, or using specialized equipment)

**Request from your employer (See sample letters at [www.las-elc.org](http://www.las-elc.org))**

- Protection from discrimination, harassment, and retaliation

**Go to [eeoc.gov](http://eeoc.gov) or [dfeh.ca.gov](http://dfeh.ca.gov)**



**Questions? Call: 800-880-8047**



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JOB PROTECTION

Need time off from your job?

## THESE LAWS MAY HELP:

Because they provide for:

Here's what to do:

**FMLA/CFRA** IF 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 (can be taken intermittently)
- Continuation of health benefits

**Request from your employer**

**PFL** child parent parent-in-law spouse domestic partner sibling grandparent grandchild

### CALIFORNIA PAID FAMILY LEAVE

- Caring 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

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

**SF PSD** child parent spouse domestic partner sibling grandparent grandchild designated person

### SF PAID SICK DAYS

- Work in San Francisco
- Worked at least 90 days

- Maximum paid time off (accrued) 9 days (if 10+ employees) 5 days (if less than 10 employees)

**Request from your employer**

- Protection from retaliation

**Go to [sfgov.org/olse/pslo](http://sfgov.org/olse/pslo)**

**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?



ACCOMMODATIONS AND EQUALITY

Need workplace accommodations? Facing discrimination?

**SF FFWO** child parent over 65 any seriously ill family member

### SF FAMILY FRIENDLY WORKPLACE ORDINANCE

- Work in San Francisco
- Worked at least 6 months
- 20+ employees

- Right to request flexible or predictable work arrangements to help with family caregiving

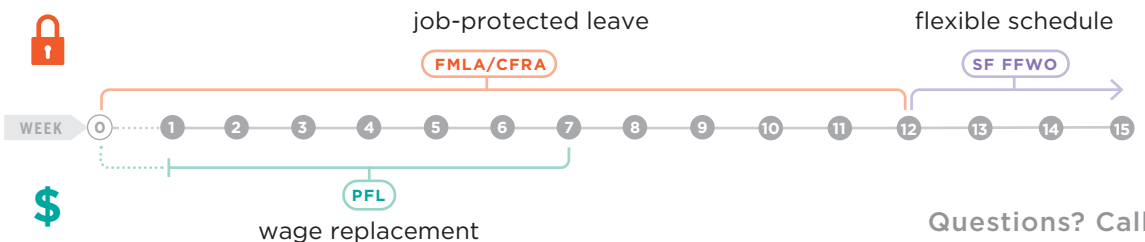
**Request from your employer (See sample letters at [www.las-elc.org](http://www.las-elc.org))**

- Protection from discrimination and retaliation

**Go to [sfgov.org/olse/ffwo](http://sfgov.org/olse/ffwo)**

## How this might work

Marta needs 12 weeks off to care for her mom while she recovers from surgery. After that, Marta needs a flexible schedule to help with follow-up care.



Questions? Call: 800-880-8047