

I have a **disability**

disability + 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 treatment for his disability. 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)

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

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 /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

ADA/FEHA

AMERICANS WITH DISABILITIES ACT

- 15+ employees

FAIR EMPLOYMENT & HOUSING ACT

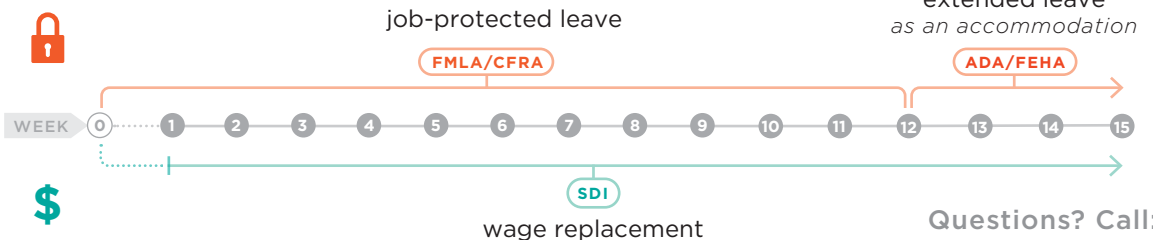
- 5+ employees;
1+ employee for harassment

- 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)

- Protection from discrimination, harassment, and retaliation

Go to eeoc.gov or dfeh.ca.gov



Questions? Call: **877-350-5441**

I'm a caregiver

caregiving + my job

see other side for

I have a disability

I have rights related to:



JOB PROTECTION

Need time off from your job?

THESE LAWS MAY HELP:

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

Because they provide for:

- Job-protected, unpaid leave for a max. of 12 weeks (can be taken intermittently)
- Continuation of health benefits

Here's what to do:

Request from your employer



WAGE REPLACEMENT

Need income while you aren't working?

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

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)
- Protection from retaliation

Request from your employer

Go to 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

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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

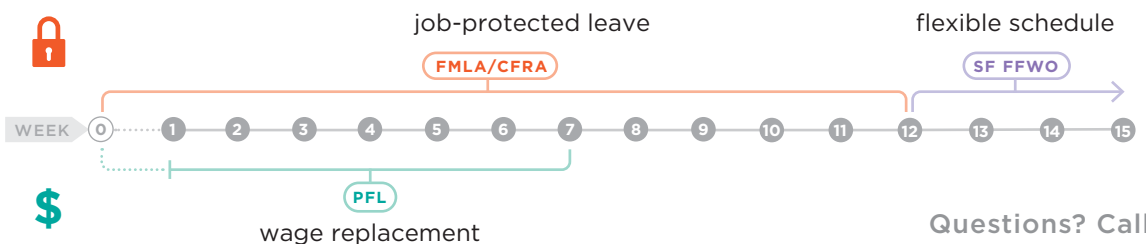
- Right to request flexible or predictable work arrangements to help with family caregiving
- Protection from discrimination and retaliation

Request from your employer (See sample letters at www.las-elc.org)

Go to 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