

I'm a survivor

in **SAN FRANCISCO**

# domestic violence, stalking, sexual assault + MY JOB

All of these rights and protections, except for Unemployment Insurance, are available regardless of immigration status.



## JOB PROTECTION

Need time off from your job?

\*If you also qualify for the federal Family & Medical Leave Act (FMLA), it will run at the same time as your leave under these state laws. It does not provide you with more leave.



## WAGE REPLACEMENT

Need income while you aren't working?



## ACCOMMODATIONS AND EQUALITY

Need accommodations? Facing discrimination?

## HOW THIS MIGHT WORK

Lena is a survivor of DV and has depression. She needs 12 weeks off from work for treatment. When she returns to work, she needs to change her phone number and email address to prevent contact from her abuser at work.

### THESE LAWS MAY HELP:

#### LAB. CODE

##### CALIFORNIA LABOR CODE § 230(C)

- Applies to all employers

##### CALIFORNIA LABOR CODE § 230.1

- 25+ employees

#### CFRA\*

##### CALIFORNIA FAMILY RIGHTS ACT

- 1+ year of service
- 1250+ hrs of work in previous year
- 5+ employees

#### SDI

##### STATE DISABILITY INSURANCE

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

#### UI

##### UNEMPLOYMENT INSURANCE

- Able to work but unemployed or working less through no fault of your own, including when forced to leave job due to domestic violence

#### PSD

##### SAN FRANCISCO PAID SICK/SAFE DAYS

- Worked at least 90 days
- Ill or medical appointments, DV/SA counseling, safety planning, other services related to DV/SA

#### LAB. CODE

##### CALIFORNIA LABOR CODE § 230(F)

- Applies to all employers

##### CALIFORNIA LABOR CODE § 230(E)

- Applies to all employers

#### ADA / FEHA

##### AMERICANS WITH DISABILITIES ACT

- 15+ EMPLOYEES

##### FAIR EMPLOYMENT & HOUSING ACT

- 5+ employees;
- 1+ employee for harassment

Because they provide for:

- Job-protected, unpaid leave to attend court to ensure your or your child's health, safety or welfare

- Job-protected, unpaid leave for medical attention, safety planning, counseling or other services

- 12 weeks of job-protected, unpaid leave for serious health condition (can be taken intermittently)
- Continuation of health benefits

- Up to 60% or 70% of weekly wages, depending on income, for a max. of 52 weeks, after 1-week waiting period

- Up to \$450 per week for a max. of 26 weeks, after 1-week waiting period

- Accrue 9 days (if 10+ employees); 5 days (if less than 10)

- Protection from retaliation

- Survivors may request reasonable safety-related accommodations

- Protection from discrimination and retaliation

- Changes to the way you do your job, telecommuting, transfer, or more leave as a reasonable accommodation for disability

- Protection from discrimination, harassment, and retaliation

Here's what to do:

**Request from your employer**

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

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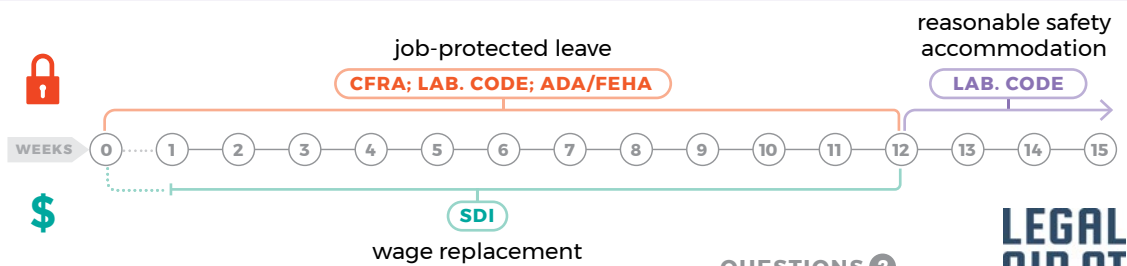
**Go to [sfgov.org/olse/pslo](http://sfgov.org/olse/pslo)**

**Request from your employer**

**Go to [www.dir.ca.gov/dlse](http://www.dir.ca.gov/dlse)**

**Request from your employer**

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





I'm a caregiver

in **SAN FRANCISCO**

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**JOB PROTECTION**

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**WAGE REPLACEMENT**

**Need income while you aren't working?**



**ACCOMMODATIONS AND EQUALITY**

**Need accommodations? Facing discrimination?**

**HOW THIS MIGHT WORK**

Cory needs 12 weeks off to care for his mother who has post traumatic stress disorder (PTSD). After that, he needs a flexible schedule to help her with follow up medical treatment.

**THESE LAWS MAY HELP:**

Because they provide for:

Here's what to do:

**CFRA\*** child parent spouse domestic partner sibling grandparent grandchild

**CALIFORNIA FAMILY RIGHTS ACT**

- 1+ year of service
- 1250+ hrs of work in previous year
- 5+ employees

- Job-protected, unpaid leave for a max. of 12 weeks to care for a seriously ill family member (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**

- On leave to care for a seriously ill family member
- Paid into SDI fund during base period

- Up to 60% or 70% of weekly wages, depending on income, for a max. of 8 weeks (can be taken intermittently)

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

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

**SF PAID SICK DAYS**

- Work in San Francisco
- Worked at least 90 days

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

**Request from your employer**

**CA PAID SICK DAYS**

- Worked at least 90 days

- CA paid time off (accrued) 6 days (employer may cap use at 3 days per year)

- Protection from retaliation

**Go to [sfgov.org/olse/pslo](http://sfgov.org/olse/pslo) or [www.dir.ca.gov/dlse](http://www.dir.ca.gov/dlse)**

**UI**

**UNEMPLOYMENT INSURANCE**

- Able to work but unemployed or working less through no fault of your own (laid off/fired, leave not granted, etc.)

- 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)**

**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, harassment, and retaliation

**Request from your employer**

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

