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.

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**THESE LAWS MAY HELP:**

- **LAB. CODE**
  - **CALIFORNIA LABOR CODE § 230(C)**
    - Applies to all employers
    - Job-protected, unpaid leave to attend court to ensure your or your child’s health, safety or welfare
    - Request from your employer
  - **CALIFORNIA LABOR CODE § 230.1**
    - 25+ employees
    - Job-protected, unpaid leave for medical attention, safety planning, counseling or other services
    - Request from your employer
  - **CALIFORNIA FAMILY RIGHTS ACT**
    - 1+ year of service
    - 1250+ hrs of work in previous year
    - 5+ employees
    - 12 weeks of job-protected, unpaid leave for serious health condition (can be taken intermittently)
    - Continuation of health benefits
    - Request from your employer

- **STATE DISABILITY INSURANCE**
  - Unable to work, or working less, due to disability
  - Paid into SDI fund during base period
  - Up to 60% or 70% of weekly wages, depending on income, for a max. of 52 weeks, after 1-week waiting period
  - Apply at www.EDD.ca.gov

- **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
  - Up to $450 per week for a max. of 26 weeks, after 1-week waiting period
  - Apply at www.EDD.ca.gov

- **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
  - Accrue 9 days (if 10+ employees); 5 days (if less than 10)
  - Protection from retaliation
  - Request from your employer
  - Go to sfgov.org/olse/pslo

- **LAB. CODE**
  - **CALIFORNIA LABOR CODE § 230(F)**
    - Applies to all employers
    - Survivors may request reasonable safety-related accommodations
    - Request from your employer
  - **CALIFORNIA LABOR CODE § 230(E)**
    - Applies to all employers
    - Protection from discrimination and retaliation
    - Go to www.dir.ca.gov/dlse
  - **AMERICANS WITH DISABILITIES ACT**
    - 15+ EMPLOYEES
    - Changes to the way you do your job, telecommuting, transfer, or more leave as a reasonable accommodation for disability
    - Request from your employer
  - **FAIR EMPLOYMENT & HOUSING ACT**
    - 5+ employees;
    - 1+ employee for harassment
    - Protection from discrimination, harassment, and retaliation
    - Go to eeo.gov or dfeh.ca.gov

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**QUESTIONS?**

Call 888-864-8335

legalaidatwork.org

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domestic violence, stalking, sexual assault + MY JOB

These Laws May Help:

**Califonia Family Rights Act (CFRA)**
- Child, parent, parent-in-law, spouse, domestic partner, sibling, grandparent, grandchild
- 1+ year of service
- 1250+ hrs of work in previous year
- 5+ employees

**Califonia Paid Family Leave (PFL)**
- Child, parent, parent-in-law, spouse, domestic partner, sibling, grandparent, grandchild
- On leave to care for a seriously ill family member
- Paid into SDI fund during base period

**San Francisco Paid Sick Days (PSD)**
- Child, parent, spouse, domestic partner, sibling, grandparent, grandchild, designated person
- Work in San Francisco
- Worked at least 90 days

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

**San Francisco Family Friendly Workplace Ordinance (SF FFWO)**
- Child, parent over 65, seriously ill family member
- Work in San Francisco
- Worked at least 6 months
- 20+ employees

Because they provide for:

- 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

Here's what to do:

- Request from your employer
- Apply at www.EDD.ca.gov
- Go to sfgov.org/olse/pslo
- Go to sfgov.org/olse/ffwo

**Questions?**
Call 888-864-8335
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