

# I have a disability

in **CALIFORNIA**

# disability + MY JOB

see other side for



I have rights related to:



**JOB PROTECTION**

Need time off from your job?

**THESE LAWS MAY HELP:**

**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

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**

**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.legalaidatwork.org](http://www.legalaidatwork.org))

**SDI**

**STATE DISABILITY INSURANCE**

- Unable to work, or working less, due to disability
- Paid into SDI 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](http://www.EDD.ca.gov)**

**PSD**

**CA PAID SICK DAYS**

- Worked at least 90 days
- Ill or medical appointments

- Accrue 1 hour for every 30 hours worked up to a max. of 6 days per year
- Employer may cap use at 3 days per year

**Request from your employer**

- Protection from retaliation

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

**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) or transfer

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

- Protection from discrimination, harassment, and retaliation

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



**WAGE REPLACEMENT**

Need income while you aren't working?

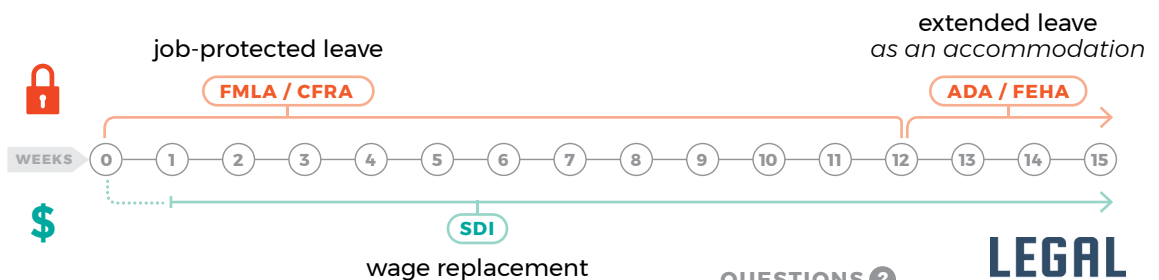


**ACCOMMODATIONS AND EQUALITY**

Need 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.





in **CALIFORNIA**

# caregiving + MY JOB

see other side for



I have rights related to:



**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 75 miles

- Job-protected, unpaid leave for a max. of 12 weeks to care for a seriously ill family member
- Continuation of health benefits

**Request from your employer**

### PFL

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

#### CA PAID FAMILY LEAVE

- Care for a seriously ill family member
- Paid into SDI during base period

- Up to 60% or 70% of weekly wages, depending on income, for a max. of 6 weeks (can be taken intermittently)

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



**WAGE REPLACEMENT**

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

### PSD

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

#### CA PAID SICK DAYS

- Worked at least 90 days
- Ill, caring for ill child, or medical appointments

- Accrue 1 hour for every 30 hours worked up to a max. of 6 days per year
- Employer may cap use at 3 days per year

**Request from your employer**

- Protection from retaliation

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

### 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)**



**ACCOMMODATIONS AND EQUALITY**

**Need 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.legalaidatwork.org](http://www.legalaidatwork.org))**

- Protection from discrimination, harassment, 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.

