**I’m a survivor**

**of domestic violence, sexual assault or stalking**

I have rights related to:

### JOB PROTECTION

Need time off from your job?

**THESE LAWS MAY HELP:**

<table>
<thead>
<tr>
<th>LAB. CODE</th>
<th>Because they provide for:</th>
<th>Here’s what to do:</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CALIFORNIA LABOR CODE § 230(C)</strong></td>
<td>- Applies to all employers</td>
<td>Request from your employer</td>
</tr>
<tr>
<td>- Job-protected, unpaid leave to attend court to ensure your or your child’s health, safety or welfare</td>
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</tr>
<tr>
<td><strong>CALIFORNIA LABOR CODE § 230.1</strong></td>
<td>- 25+ employees</td>
<td></td>
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<tr>
<td>- Job-protected, unpaid leave for medical attention, safety planning, counseling or other services</td>
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<tr>
<td><strong>FAMILY MEDICAL LEAVE ACT / CALIFORNIA FAMILY RIGHTS ACT</strong></td>
<td>- 1+ year of service</td>
<td>Request from your employer</td>
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<tr>
<td>- 1250+ hrs of work in previous year</td>
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<tr>
<td>- 50+ employees w/ln a 75 mile radius</td>
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<tr>
<td>- 12 weeks of job-protected, unpaid leave for serious health condition (can be taken intermittently)</td>
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<tr>
<td>- Continuation of health benefits</td>
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</tbody>
</table>

### WAGE REPLACEMENT

Need income while you aren’t working?

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<thead>
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</tr>
</thead>
<tbody>
<tr>
<td><strong>STATE DISABILITY INSURANCE</strong></td>
<td>- Unable to work, or working less, due to disability</td>
<td>Apply at <a href="http://www.EDD.ca.gov">www.EDD.ca.gov</a></td>
</tr>
<tr>
<td>- Paid into SDI fund during base period</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>UNEMPLOYMENT INSURANCE</strong></td>
<td>- Able to work but unemployed or working less through no fault of your own, including when forced to leave job due to domestic violence</td>
<td>Apply at <a href="http://www.EDD.ca.gov">www.EDD.ca.gov</a></td>
</tr>
<tr>
<td>- Up to $450 per week for a max. of 26 weeks, after 1-week waiting period</td>
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<td></td>
</tr>
<tr>
<td><strong>SAN FRANCISCO PAID SICK/SAFE DAYS</strong></td>
<td>- Worked at least 90 days</td>
<td>Request from your employer</td>
</tr>
<tr>
<td>- Ill or medical appointments, DV/SA counseling, safety planning, other services related to DV/SA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Accrue 9 days (if 10+ employees); 5 days (if less than 10)</td>
<td>Go to sfgov.org/olse/pslo</td>
<td></td>
</tr>
</tbody>
</table>

### ACCOMMODATIONS AND EQUALITY

Need accommodations? Facing discrimination?

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

### 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.

**LEGAL AID AT WORK**

Call 888-864-8335 or legalaidatwork.org

Legal Aid at Work cannot ensure this information is current or be responsible for any use to which it is put. For the most up to date information, please visit www.legalaidatwork.org.
domestic violence
sexual assault + MY JOB

I'm a caregiver

for a survivor of domestic violence, sexual assault or stalking

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 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:

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 75 miles

• 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

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 6 weeks (can be taken intermittently)

Apply at www.EDD.ca.gov

PSD

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)

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

Protection from retaliation

Request from your employer

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

SF FFWO

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

Go to sfgov.org/olse/ffwo or www.dir.ca.gov/dlse

Unemployment Insurance

Wage Replacement

Job Protection

Flexible Schedule

Wage replacement

Questions?
Call 888-864-8335
legalaidatwork.org

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