## I have a disability in California

**disability + MY 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
  - 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.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

**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

**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) or transfer
  - Protection from discrimination, harassment, and retaliation
  - Request from your employer
  - (See sample letters at www.legalaidatwork.org)
  - Go to eeoc.gov or dfeh.ca.gov

### How this might work

Alex needs 12 weeks off for treatment for his disability. His doctor then extends his leave by 3 weeks.

### Wages and benefits

<table>
<thead>
<tr>
<th>FMLA / CFRA</th>
<th>ADA / FEHA</th>
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<tbody>
<tr>
<td>Weekly wage replacement</td>
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**Questions?**
- Call 877-350-5441
- legalaidatwork.org
- disability@legalaidatwork.org

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Created with support from the Mount Zion Health Fund & the Skadden Foundation.
I’m a caregiver

in CALIFORNIA

caregiving + MY JOB

I have rights related to:

- **JOB PROTECTION**
- **WAGE REPLACEMENT**
- **ACCOMMODATIONS AND EQUALITY**

Need time off from your job?

- **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

Need income while you aren’t working?

- **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

- **CA PAID SICK DAYS**
  - Worked at least 90 days
  - Ill, caring for ill family member, or medical appointments
  - Accrue 1 hour for every 30 hours worked up to a max. of 6 weeks per year
  - Employer may cap use at 3 days per year
  - Protection from retaliation
  - Request from your employer
  - Go to dlse.ca.gov

- **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 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
  - Protection from discrimination, harassment, and retaliation
  - Go to sfgov.org/olse/ffwo

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.

**THESE LAWS MAY HELP:**

- **FMLA / CFRA**
  - If caring for:
    - child
    - parent
    - spouse
    - domestic partner

- **PFL**
  - child
  - parent
  - parent-in-law
  - spouse

- **PSD**
  - domestic partner
  - sibling
  - grandparent
  - grandchild

- **UI**

- **SF FFWO**
  - child
  - parent over 65
  - any seriously ill family member

**JOB PROTECTION**

- **WAGE REPLACEMENT**

- **ACCOMMODATIONS AND EQUALITY**

**HOW THIS MIGHT WORK**

**QUESTIONS?**
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