

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)

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

- Protection from retaliation

Go to 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

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)

- Protection from discrimination, harassment, and retaliation

Go to eeoc.gov or dfeh.ca.gov



WAGE REPLACEMENT

Need income while you aren't working?

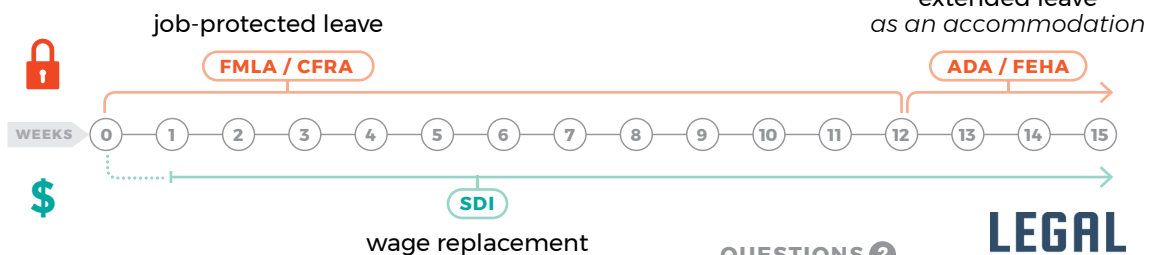


ACCOMMODATIONS AND EQUALITY

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



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 family member, 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

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



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)

- Protection from discrimination, harassment, and retaliation

Go to 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.

