in SAN FRANCISCO

domestic violence
sexual assault + MY JOB

I'm a survivor

do you or your
child’s health, safety or welfare

need to change her
phone number and
email address to
prevent contact from
her abuser at work.

Questions?
Call 888-864-8335
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.
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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 8 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
- Protection from discrimination, harassment, and retaliation

Request from your employer

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

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.

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WAGE REPLACEMENT

Need income while you aren’t working?

ACCOMMODATIONS AND EQUALITY

Need accommodations? Facing discrimination?

HOW THIS MIGHT WORK

job-protected leave

flexible schedule

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