**I have a disability in California**

**disability + MY JOB**

**I have rights related to:**

<table>
<thead>
<tr>
<th><strong>JOB PROTECTION</strong></th>
<th><strong>WAGE REPLACEMENT</strong></th>
<th><strong>ACCOMMODATIONS AND EQUALITY</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Need time off from your job?</strong></td>
<td><strong>Need income while you aren’t working?</strong></td>
<td><strong>Need accommodations? Facing discrimination?</strong></td>
</tr>
</tbody>
</table>

**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](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

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

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<th><strong>weeks</strong></th>
<th><strong>job-protected leave</strong></th>
<th><strong>extended leave as an accommodation</strong></th>
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**WAGE REPLACEMENT**

- **SDI**

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Created with support from the Mount Zion Health Fund & the Skadden Foundation.
## I'm a Caregiver

### Caregiving + 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 75 miles

**FAMILY MEDICAL LEAVE ACT/ CALIFORNIA FAMILY RIGHTS ACT**
- Job-protected, unpaid leave for a max. of 12 weeks to care for a seriously ill family member
- Continuation of health benefits

**CA PAID FAMILY LEAVE**
- Care for a seriously ill family member
- Paid into SDI during base period

**CA PAID SICK DAYS**
- Accrued 1 hour for every 30 hours worked up to a max. of 8 weeks (can be taken intermittently)

**UNEMPLOYMENT INSURANCE**
- Up to 60% or 70% of weekly wages, depending on income, for a max. of 8 weeks (can be taken intermittently)

**SF FAMILY FRIENDLY WORKPLACE ORDINANCE**
- Right to request flexible or predictable work arrangements to help with family caregiving

### Because They Provide For:

**IF CARING FOR**
- Child
- Parent
- Spouse
- Domestic Partner
- Sibling
- Grandparent
- Grandchild

### Here's What To Do:

**Request from your employer**
- PFL
- FMLA / CFRA
- SF FFWO

**Apply at**
- www.EDD.ca.gov

**Request from your employer**
- SF FFWO

**Go to**
- dlse.ca.gov

**Go to**
- sfgov.org/olse/ffwo

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### Accommodations and Equality

**Need accommodations? Facing discrimination?**

**THESE LAWS MAY HELP:**

**ACCOMMODATIONS**
- Right to request flexible or predictable work arrangements to help with family caregiving

**EQUALITY**
- Protection from discrimination

**Here's What To Do:**

**Request from your employer**
- SF FFWO

**Go to**
- sfgov.org/olse/ffwo

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### Wage Replacement

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

**WAGE REPLACEMENT**
- FMLA / CFRA
- CA PAID FAMILY LEAVE
- CA PAID SICK DAYS
- UNEMPLOYMENT INSURANCE

**Here's What To Do:**

**Apply at**
- www.EDD.ca.gov

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### Job Protection

**Need time off from your job?**

**JOB PROTECTION**
- FMLA / CFRA

**Here's What To Do:**

**Request from your employer**
- FMLA / CFRA

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### Marta

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.

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