**These Laws May Help:**

**CFRA**
- **California Family Rights Act**
  - 1+ year of service
  - 1250+ hrs of work in previous year
  - 5+ employees nationwide
- 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 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

**PSC**
- **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 legalaidatwork.org)
- Go to eeoc.gov or dfeh.ca.gov

**How This Might Work**

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

**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. Updated as of 2022.
I'm a caregiver in CALIFORNIA

THESE LAWS MAY HELP:

Because they provide for:

Here's what to do:

**CFRA**
- **CALIFORNIA FAMILY RIGHTS ACT**
  - 1+ year of service
  - 1250+ hrs of work in previous year
  - 5+ employees nationwide

  - 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**
- **CA PAID FAMILY LEAVE**
  - Caring 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**
- **CA PAID SICK DAYS**
  - Worked at least 90 days
  - Ill, caring for ill family member, or medical appointments

  - Accrued 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

  Protection from retaliation

  Request from your employer

  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

**SF FFWO**
- **SF FAMILY FRIENDLY WORKPLACE ORDINANCE**
  - Work in San Francisco 8+ hours per week
  - Worked at least 6 months
  - 20+ employees

  - Right to flexible or predictable work arrangements or accommodations to help with family caregiving unless causes undue hardship to employer

  - Protection from discrimination, harassment, and retaliation

  Request from your employer

  (See sample letters at www.legalaidatwork.org)

  Go to sfgov.org/olse/ffwo

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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.

- **CFRA**
  - **job-protected leave**
  - 0-12 weeks

- **PFL**
  - **wage replacement**
  - 0-8 weeks

- **SF FFWO**
  - **flexible schedule**
  - 0-15 weeks

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