

I have a disability

in **CALIFORNIA**

disability + MY JOB

see other side for



All of these rights and protections, except for unemployment insurance, are available regardless of immigration status.



JOB PROTECTION

Need time off from your job?

THESE LAWS MAY HELP:

CFRA

CALIFORNIA FAMILY RIGHTS ACT

- 1+ year of service
- 1250+ hrs of work in previous year
- 5+ employees nationwide

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



WAGE REPLACEMENT

Need income while you aren't working?



ACCOMMODATIONS AND EQUALITY

Need accommodations? Facing discrimination?

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

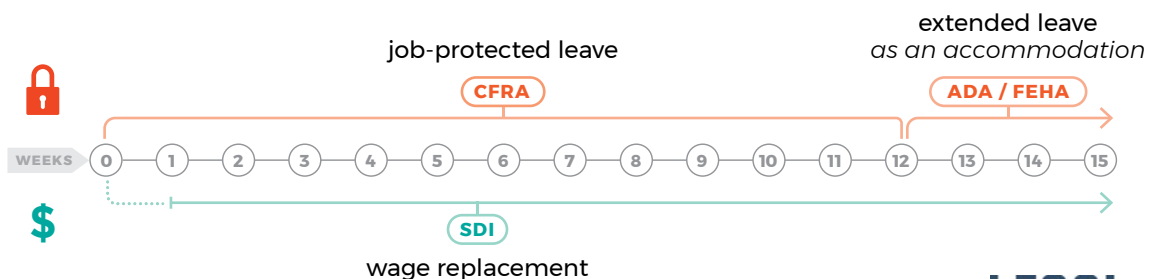
Request from your employer
(See sample letters at www.legalaidatwork.org)

- Protection from discrimination, harassment, and retaliation

Go to eeoc.gov or dfeh.ca.gov

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



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JOB PROTECTION

Need time off from your job?

THESE LAWS MAY HELP:

Because they provide for:

Here's what to do:

CFRA

IF CARING FOR

child

parent

spouse

domestic partner

sibling

grandparent

grandchild

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

child

parent

spouse

domestic partner

sibling

grandparent

grandchild

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



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.

