In California:

Disability + My Job

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
  - Job-protected leave as a "reasonable accommodation"
  - Request from your employer
  - (See sample letters at www.legalaidatwork.org)

**SDI**
- **State Disability Insurance**
  - 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

**CA Paid Sick Days**
- **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)

**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

**ADL**
- **Americans with Disabilities Act**
  - 15+ employees
  - Job-protected leave as a "reasonable accommodation"
  - Request from your employer
  - (See sample letters at www.legalaidatwork.org)

**PSD**
- **Fair Employment & Housing Act**
  - 5+ employees
  - 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.

**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.
## I'm a caregiver in California

### THESE LAWS MAY HELP:

**CFRA (California Family Rights Act)**
- **IF CARING FOR:**
  - child
  - parent
  - spouse
  - domestic partner
  - sibling
  - grandparent
  - grandchild
- **Need time off from your job?**
  - 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 (California Paid Family Leave)**
- **Need income while you aren’t working?**
  - 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 (California Paid Sick Days)**
- **Need accommodations? Facing discrimination?**
  - 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
  - Protection from retaliation
  - Go to dlse.ca.gov

**UI (Unemployment Insurance)**
- **Need time off from your job?**
  - Up to $450 per week for a max. of 26 weeks, after 1-week waiting period
  - Apply at www.EDD.ca.gov

**SF FFWO (San Francisco Family and Friend Workplace Ordinance)**
- **Need accommodations? Facing discrimination?**
  - Right to request flexible or predictable work arrangements to help with family caregiving
  - 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.**

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