

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?

*If you also qualify for the federal Family & Medical Leave Act (FMLA), it will run at the same time as your leave under the CFRA. It does not provide you with more leave.



WAGE REPLACEMENT

Need income while you aren't working?



ACCOMMODATIONS AND EQUALITY

Need accommodations? Facing discrimination?

HOW THIS MIGHT WORK

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

THESE LAWS MAY HELP:

CFRA

CALIFORNIA FAMILY RIGHTS ACT

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

ADA/FEHA

AMERICANS WITH DISABILITIES ACT

- 15+ employees

FAIR EMPLOYMENT & HOUSING ACT

- 5+ employees

SDI

STATE DISABILITY INSURANCE

- Unable to work, or working less, due to disability
- Paid into SDI during base period

PSD

CA PAID SICK DAYS

- Worked at least 90 days
- Ill or medical appointments

UI

UNEMPLOYMENT INSURANCE

- Able to work but unemployed or working less through no fault of your own (laid off/fired, leave not granted)

ADA / FEHA

AMERICANS WITH DISABILITIES ACT

- 15+ EMPLOYEES

FAIR EMPLOYMENT & HOUSING ACT

- 5+ employees;
- 1+ employee for harassment

Because they provide for:

Here's what to do:

- Job-protected, unpaid leave for a max. of 12 weeks (can be taken intermittently)
- Continuation of health benefits

Request from your employer

- Job-protected leave as a "reasonable accommodation"

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

- 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

- 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

- Up to \$450 per week for a max. of 26 weeks, after 1-week waiting period

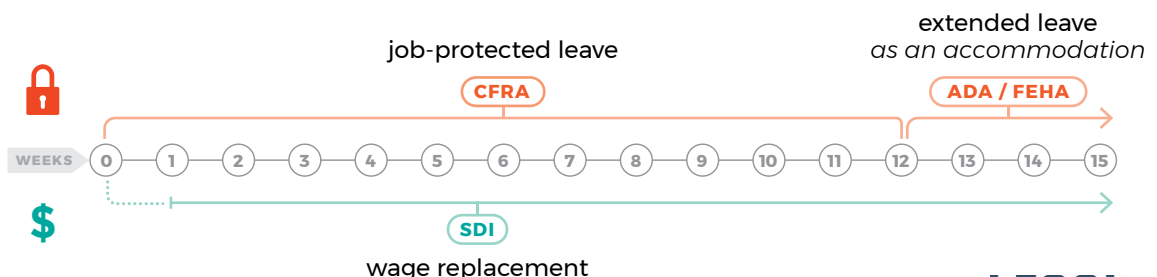
Apply at www.EDD.ca.gov

- 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



I'm a caregiver

in CALIFORNIA

caregiving + MY JOB

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



JOB PROTECTION

Need time off from your job?

*If you also qualify for the federal Family & Medical Leave Act (FMLA), it will run at the same time as your leave under the CFRA. It does not provide you with more leave.



WAGE REPLACEMENT

Need income while you aren't working?



ACCOMMODATIONS AND EQUALITY

Need accommodations? Facing discrimination?

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.

THESE LAWS MAY HELP:

Because they provide for:

Here's what to do:

CFRA

child parent parent-in-law 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 EDD.ca.gov

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

*only in San Francisco

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 EDD.ca.gov

SF FFWO

child parent over 65 seriously ill family member

SF FAMILY FRIENDLY WORKPLACE ORDINANCE

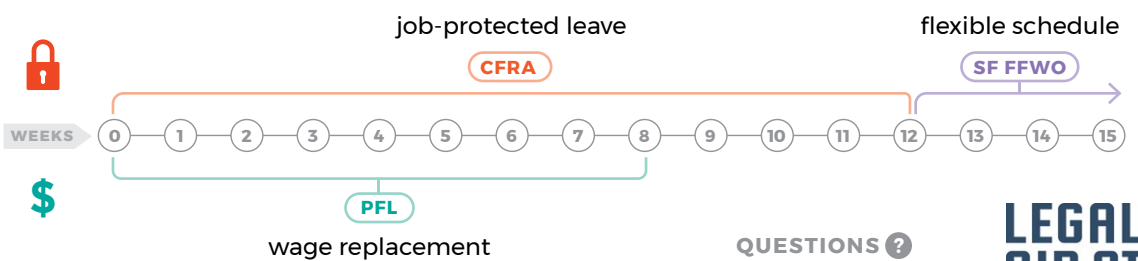
- Work in San Francisco 8+ hours per week
- Worked at least 6 months
- 20+ employees

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

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

- Protection from discrimination, harassment, and retaliation

Go to sfgov.org/olse/ffwo



QUESTIONS ?

Call 877-350-5441

legalaidatwork.org

disability@legalaidatwork.org

