

I'm a survivor

in **SAN FRANCISCO**

domestic violence, stalking, sexual assault + 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 these state laws. 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

Lena is a survivor of DV and has depression. She needs 12 weeks off from work for treatment. When she returns to work, she needs to change her phone number and email address to prevent contact from her abuser at work.

THESE LAWS MAY HELP:

LAB. CODE

CALIFORNIA LABOR CODE § 230(C)

- Applies to all employers

CALIFORNIA LABOR CODE § 230.1

- 25+ employees

CFRA*

CALIFORNIA FAMILY RIGHTS ACT

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

SDI

STATE DISABILITY INSURANCE

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

UI

UNEMPLOYMENT INSURANCE

- Able to work but unemployed or working less through no fault of your own, including when forced to leave job due to domestic violence

PSD

SAN FRANCISCO PAID SICK/SAFE DAYS

- Worked at least 90 days
- Ill or medical appointments, DV/SA counseling, safety planning, other services related to DV/SA

LAB. CODE

CALIFORNIA LABOR CODE § 230(F)

- Applies to all employers

CALIFORNIA LABOR CODE § 230(E)

- Applies to all employers

ADA / FEHA

AMERICANS WITH DISABILITIES ACT

- 15+ EMPLOYEES

FAIR EMPLOYMENT & HOUSING ACT

- 5+ employees;
- 1+ employee for harassment

Because they provide for:

- Job-protected, unpaid leave to attend court to ensure your or your child's health, safety or welfare

- Job-protected, unpaid leave for medical attention, safety planning, counseling or other services

- 12 weeks of job-protected, unpaid leave for serious health condition (can be taken intermittently)
- Continuation of health benefits

- Up to 60% or 70% of weekly wages, depending on income, for a max. of 52 weeks, after 1-week waiting period

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

- Accrue 9 days (if 10+ employees); 5 days (if less than 10)

- Protection from retaliation

- Survivors may request reasonable safety-related accommodations

- Protection from discrimination and retaliation

- Changes to the way you do your job, telecommuting, transfer, or more leave as a reasonable accommodation for disability

- Protection from discrimination, harassment, and retaliation

Here's what to do:

Request from your employer

Request from your employer

Apply at www.EDD.ca.gov

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Request from your employer

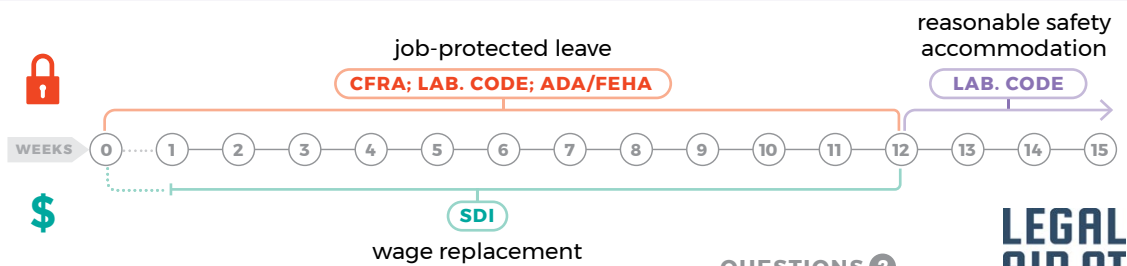
Go to sfgov.org/olse/pslo

Request from your employer

Go to www.dir.ca.gov/dlse

Request from your employer

Go to eoc.gov or dfeh.ca.gov





I'm a caregiver

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HOW THIS MIGHT WORK

Cory needs 12 weeks off to care for his mother who has post traumatic stress disorder (PTSD). After that, he needs a flexible schedule to help her with follow up medical treatment.

THESE LAWS MAY HELP:

Because they provide for:

Here's what to do:

<p>CFRA*</p> <p>CALIFORNIA FAMILY RIGHTS ACT</p> <ul style="list-style-type: none"> 1+ year of service 1250+ hrs of work in previous year 5+ employees 	<p>child parent parent-in-law spouse domestic partner sibling grandparent grandchild</p> <ul style="list-style-type: none"> Job-protected, unpaid leave for a max. of 12 weeks to care for a seriously ill family member (can be taken intermittently) Continuation of health benefits 	<p>Request from your employer</p>
<p>PFL</p> <p>CALIFORNIA PAID FAMILY LEAVE</p> <ul style="list-style-type: none"> On leave to care for a seriously ill family member Paid into SDI fund during base period 	<p>child parent parent-in-law spouse domestic partner sibling grandparent grandchild</p> <ul style="list-style-type: none"> Up to 60% or 70% of weekly wages, depending on income, for a max. of 8 weeks (can be taken intermittently) 	<p>Apply at www.EDD.ca.gov</p>
<p>PSD</p> <p>SF PAID SICK DAYS</p> <ul style="list-style-type: none"> Work in San Francisco Worked at least 90 days 	<p>child parent spouse domestic partner sibling grandparent grandchild designated person</p> <ul style="list-style-type: none"> SF paid time off (accrued) <ul style="list-style-type: none"> 9 days (if 10+ employees) 5 days (if less than 10 employees) Protection from retaliation 	<p>Request from your employer</p> <p>Go to sfgov.org/olse/pslo</p>
<p>UI</p> <p>UNEMPLOYMENT INSURANCE</p> <ul style="list-style-type: none"> Able to work but unemployed or working less through no fault of your own (laid off/fired, leave not granted, etc.) 	<ul style="list-style-type: none"> Up to \$450 per week for a max. of 26 weeks, after 1-week waiting period 	<p>Apply at www.EDD.ca.gov</p>
<p>SF FFWO</p> <p>SF FAMILY FRIENDLY WORKPLACE ORDINANCE</p> <ul style="list-style-type: none"> Work in San Francisco Worked at least 6 months 20+ employees 	<p>child parent over 65 seriously ill family member</p> <ul style="list-style-type: none"> 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 	<p>Request from your employer</p> <p>Go to sfgov.org/olse/ffwo</p>

