

I have cancer

in CALIFORNIA

cancer + MY JOB

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



JOB-PROTECTED LEAVE

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.



PAY

Need income while you aren't working?



ACCOMMODATIONS AND EQUALITY

Need accommodations? Facing discrimination?

HOW THIS MIGHT WORK

Alex needs 12 weeks off for cancer treatment. 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
- Local laws may provide additional paid sick time.

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:

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

- Job-protected leave as a "reasonable accommodation"

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

*Starting in 2025, most workers will receive 90% of their weekly wages

- 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

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

- 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

Here's what to do:

Request from your employer

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

Apply at www.EDD.ca.gov

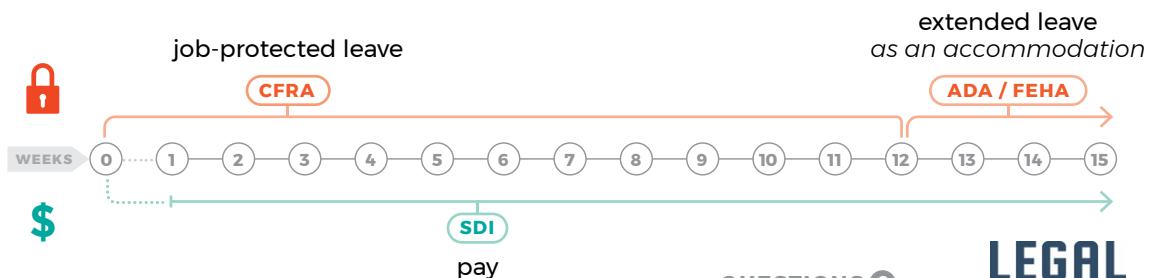
Request from your employer

Go to dlse.ca.gov

Apply at www.EDD.ca.gov

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

Go to eeoc.gov or dfeh.ca.gov





in **CALIFORNIA**

see other side for



caregiving + MY JOB

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



JOB-PROTECTED LEAVE

Need time off from your job?

*Starting in 2023, **CFRA** and **PSD** can be used to care for one additional loved one besides the family members listed - a "designated person."



PAY

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 chosen family*

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

*One additional person each year

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)

*Starting in 2025, most workers will receive 90% of their weekly wages

Apply at www.EDD.ca.gov

PSD

child parent spouse domestic partner sibling grandparent grandchild chosen family*

CA PAID SICK DAYS

- Worked at least 90 days
- Ill, caring for ill family member, or medical appointments
- Local laws may provide additional paid sick time.

- 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

*One additional person each year

- 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

SF FFWO

child parent over 65 seriously ill family member

SF FAMILY FRIENDLY WORKPLACE ORDINANCE

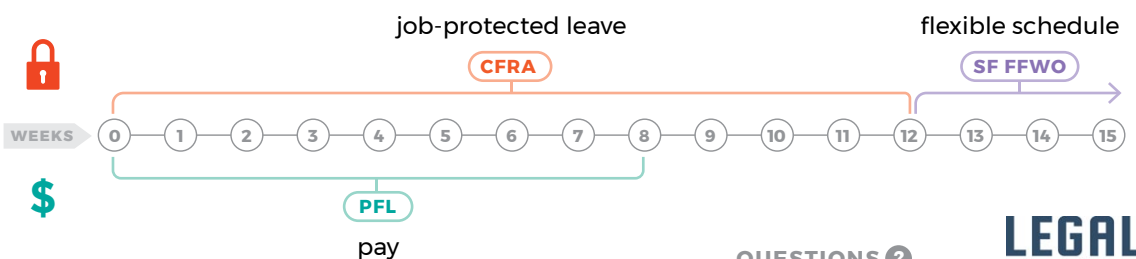
- Work in San Francisco
- Worked at least 6 months
- 20+ employees

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

Request from your employer

- Protection from discrimination, harassment, and retaliation

Go to sfgov.org/olse/ffwo



QUESTIONS ?
Call 877-350-5441
legalaidthatwork.org

