

# 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-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?



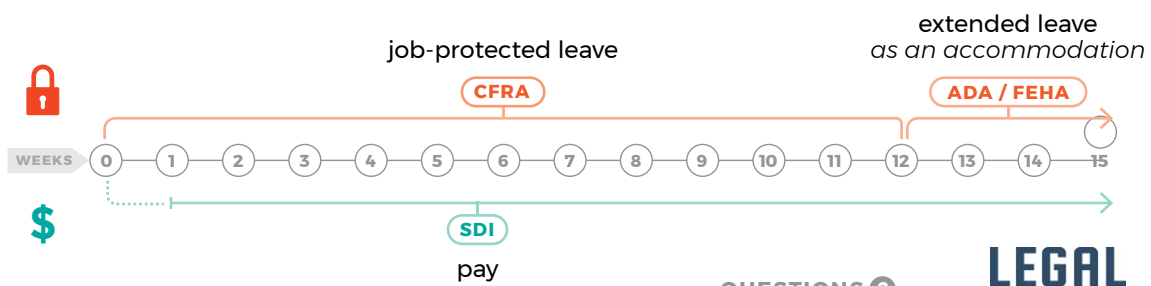
## ACCOMMODATIONS AND EQUALITY

Need accommodations? Facing discrimination?

## HOW THIS MIGHT WORK

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

THESE LAWS MAY HELP:	Because they provide for:	Here's what to do:
<b>CFRA</b> <b>CALIFORNIA FAMILY RIGHTS ACT</b> · 1+ year of service · 1250+ hrs of work in previous year · 5+ employees nationwide	<ul style="list-style-type: none"> <li>Job-protected, unpaid leave for a max. of 12 weeks (can be taken intermittently)</li> <li>Continuation of health benefits</li> </ul>	<b>Request from your employer</b>
<b>ADA/FEHA</b> <b>AMERICANS WITH DISABILITIES ACT</b> · 15+ employees <b>FAIR EMPLOYMENT &amp; HOUSING ACT</b> · 5+ employees	<ul style="list-style-type: none"> <li>Job-protected leave as a "reasonable accommodation"</li> </ul>	<b>Request from your employer (See sample letters at <a href="http://legalaidthatwork.org">legalaidthatwork.org</a>)</b>
<b>SDI</b> <b>STATE DISABILITY INSURANCE</b> · Unable to work, or working less, due to disability · Paid into SDI during base period	<ul style="list-style-type: none"> <li>Up to 60% or 70% of weekly wages, depending on income, for a max. of 52 weeks, after 1-week waiting period</li> </ul> <p>*Starting in 2025, most workers will receive 90% of their weekly wages</p>	<b>Apply at <a href="http://www.EDD.ca.gov">www.EDD.ca.gov</a></b>
<b>PSD</b> <b>CA PAID SICK DAYS</b> · Worked at least 90 days · Ill or medical appointments	<ul style="list-style-type: none"> <li>Accrue 1 hour for every 30 hours worked up to a max. of 6 days per year</li> <li>Employer may cap use at 3 days per year</li> </ul>	<b>Request from your employer</b>
<b>UI</b> <b>UNEMPLOYMENT INSURANCE</b> · Able to work but unemployed or working less through no fault of your own (laid off/fired, leave not granted)	<ul style="list-style-type: none"> <li>Protection from retaliation</li> </ul>	<b>Go to <a href="http://dlse.ca.gov">dlse.ca.gov</a></b>
<b>ADA / FEHA</b> <b>AMERICANS WITH DISABILITIES ACT</b> · 15+ EMPLOYEES <b>FAIR EMPLOYMENT &amp; HOUSING ACT</b> · 5+ employees; · 1+ employee for harassment	<ul style="list-style-type: none"> <li>Changes to the way you do your job (such as working part-time, telecommuting, or using specialized equipment) or transfer</li> <li>Protection from discrimination, harassment, and retaliation</li> </ul>	<b>Request from your employer (See sample letters at <a href="http://www.legalaidthatwork.org">www.legalaidthatwork.org</a>)</b>  <b>Go to <a href="http://eeoc.gov">eeoc.gov</a> or <a href="http://dfeh.ca.gov">dfeh.ca.gov</a></b>



Legal Aid at Work cannot ensure this information is current or be responsible for any use to which it is put. Created with support from the Mount Zion Health Fund & the Skadden Foundation. Updated as of 2023

**QUESTIONS ?**  
 Call 877-350-5441  
[legalaidthatwork.org](http://legalaidthatwork.org)  
[disability@legalaidthatwork.org](mailto:disability@legalaidthatwork.org)



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-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 (CFRA). It does not provide you with more leave.

\*\*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)

**Apply at EDD.ca.gov**

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

**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 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**

- Protection from discrimination, harassment, and retaliation

**Go to sfgov.org/olse/ffwo**

