



# domestic violence, stalking, sexual assault + 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

\*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.



## PAY



## ACCOMMODATIONS

### 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 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

##### 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

### Here's what to do:

**Request from your employer**

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**Apply at [www.EDD.ca.gov](http://www.EDD.ca.gov)**

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**Request from your employer**

**Go to [eeoc.gov](http://eeoc.gov) or [calcivilrights.ca.gov](http://calcivilrights.ca.gov)**

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

\*Beginning in 2025, benefit rates will increase to 90% for low-to-middle income workers and 70% for higher earners.

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

Accrue 1 hour for every 30 hours worked. Employer can limit use to 5 days per year (some local laws provide more)

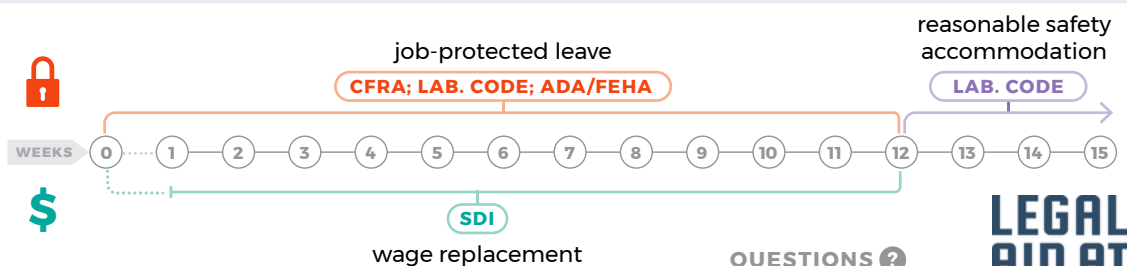
Protection from retaliation

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





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## JOB-PROTECTED LEAVE

### 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 · designated person\*

#### CALIFORNIA FAMILY RIGHTS ACT

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

- 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

**Request from your employer**

\*One additional person each year

\*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.



## PAY

PFL · child · parent · parent-in-law · spouse · domestic partner · sibling · grandparent · grandchild

#### CALIFORNIA PAID FAMILY LEAVE

- On leave to care for a seriously ill family member
- Paid into SDI 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 [www.EDD.ca.gov](http://www.EDD.ca.gov)**

\*Beginning in 2025, benefit rates will increase to 90% for low-to-middle income workers and 70% for higher earners.

PSD · child · parent · parent-in-law · spouse · domestic partner · sibling · grandparent · grandchild · designated person\*

#### PAID SICK DAYS

- Worked at least 90 days
- Local laws may provide additional paid sick time

- Accrue 1 hour for every 30 hours worked. Employer can limit use to 5 days per year

**Request from your employer**

- Protection from retaliation

**Go to [www.dir.ca.gov](http://www.dir.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](http://www.EDD.ca.gov)**

### HOW THIS MIGHT WORK

Cory needs 12 weeks off to care for his mother who has post traumatic stress disorder (PTSD).

