



I have cancer

in CALIFORNIA

cancer + MY JOB

I have rights related to:



JOB PROTECTION

Need time off from your job?

THESE LAWS MAY HELP:

FMLA/CFRA

FAMILY MEDICAL LEAVE ACT / CALIFORNIA FAMILY RIGHTS ACT

- 1+ year of service
- 1250+ hrs of work in previous year
- 50+ employees w/in a 75 mile radius

Because they provide for:

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

Here's what to do:

Request from your employer

ADA/FEHA

AMERICANS WITH DISABILITIES ACT

- 15+ employees

FAIR EMPLOYMENT & HOUSING ACT

- 5+ employees

- Job-protected leave as a "reasonable accommodation"

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

SDI

STATE DISABILITY INSURANCE

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

- 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

PSD

CA PAID SICK DAYS

- Worked at least 90 days
- Ill 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

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)

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

Apply at www.EDD.ca.gov

ADA / FEHA

AMERICANS WITH DISABILITIES ACT

- 15+ EMPLOYEES

FAIR EMPLOYMENT & HOUSING ACT

- 5+ employees;
- 1+ employee for harassment

- 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



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 cancer treatment. His doctor then extends his leave by 3 weeks.

