

Worker Leave and Pay Benefits

If you cannot work due to an illness, inform your employer immediately. You may be eligible to receive paid time off

The rights and protections described in the chart below must be provided to workers regardless of immigration status.

	What it is	What it provides	What you can do
Paid Sick Leave (PSL)	<p>California PSL</p> <ul style="list-style-type: none"> You start accruing when you begin work and can start using it after 90 days For illness, medical or preventive care 	<ul style="list-style-type: none"> Job-protected PSL accrued at a rate of one hour for every 30 hours worked Employer may cap use at five days or 40 hours per year Also available to care for family members Local laws may require additional paid sick time 	<p>Tell your employer you need to use your PSL. If your employer does not provide PSL, you can file a wage claim with the Labor Commissioner's Office. More information at dir.ca.gov/covid/if-you-were-not-paid.html</p>
Workers' Compensation	<ul style="list-style-type: none"> Workers' compensation provides medical treatment, partial wage replacements and more benefits for work-related injuries and illnesses. If you think an injury or illness is work-related, get medical care and inform the doctor it is work-related. Tell your employer as soon as possible that you need to file a workers' compensation claim. 	<ul style="list-style-type: none"> Medical care, paid for by your employer, to help recover from injury or illness caused by work. Temporary or permanent disability payments. Return to work benefits and vouchers. Death benefit payments to your dependents for fatal work-related injuries or illnesses. 	<p>Ask your employer about workers' compensation benefits, attend an injured worker workshop, or call the Information and Assistance Unit www.dir.ca.gov/dwc/</p>
Short-term Disability Payments (SDI)	<p>State Disability Insurance (SDI)</p> <ul style="list-style-type: none"> Unable to work or working less due to disability Paid into SDI during base period 	<ul style="list-style-type: none"> Up to 60 or 70 percent of weekly wages, depending on income, for a maximum of 52 weeks (no waiting period for COVID-19 diagnosis) 	<p>Apply at edd.ca.gov/Disability/Disability_Insurance.htm</p>
Paid family Leave (PFL)	<p>Paid Family Leave (PFL)</p> <ul style="list-style-type: none"> Care for a seriously ill family member Paid into SDI during base period 	<ul style="list-style-type: none"> Up to 60 or 70 percent of weekly wages, depending on income, for a maximum of eight weeks (can be taken intermittently) 	<p>Apply at edd.ca.gov/Disability/Paid_Family_Leave.htm</p>
Job-Protected Leave (CFRA)	<p>CA Family Rights Act (CFRA)</p> <ul style="list-style-type: none"> One-plus year of service 1,250-plus hours of work in previous year Five-plus employees 	<ul style="list-style-type: none"> 12 weeks job-protected leave if seriously ill or taking care of seriously ill family member (can be taken intermittently) Continuation of health benefits 	<p>Request from your employer or go to www.dfeh.ca.gov/family-medical-pregnancy-leave/</p>

NOTE: Workers who need additional leave for their own illness may qualify for leave as an accommodation for a disability under the Fair Employment and Housing Act. Visit www.dfeh.ca.gov/accommodation/ to learn more.



An example of using leave:

Ed suffered a non-work related injury and broke his leg. The doctor tells him he can return to work in six weeks.

Use Paid Sick Leave

Ed tells his employer he is using his paid sick leave and his expected return date.



Request More Time Off

After using up his PSL, Ed asks his employer for more time off under the CFRA to protect his job and files for SDI through EDD for income.

For more information visit www.dir.ca.gov/PaidSickLeave