



CHINESE
PROGRESSIVE
ASSOCIATION

Know Your Rights

You have rights at work regardless of your immigration status, language, the size of your company, or whether you work part-time or are paid in cash !



Summary of Some Protections for California Employees in 2024:

- **Paid Family Leave:** provides up to eight weeks within 12 month periods of paid benefits when you have a wage loss due to taking time off work to:
 - Care for a seriously ill family member (parent, spouse, children or 'designated person')
 - Bond with a new child.
 - Participate in a qualifying event because of a family member's military deployment to a foreign country.
- **Bereavement Leave:** California employers with five or more workers must allow them up to five days of unpaid, job-protected leave upon the death of a close family member, including a spouse, child, parent, sibling, grandparent, grandchild, domestic partner or parent-in-law.
- **Reproductive loss leave:** California employers must allow employees who suffered reproductive loss to take 5 days off within 3 months of the event. If no applicable leave policy is in place or no PSL/vacation, the reproductive loss leave will be unpaid.
- **Anti- Retaliation protection:** Effective January 1, 2024 employer will be assumed to retaliate against the employee if the employer disciplined the employee within ninety days of exercising his or her rights protected by the California Labor Code and California's Equal Pay Act



Did you recently raise concerns about your work? Did you get fired from work as a result? Recently had your hours cut?

If you engaged in protected activity by exercising your workplace rights provided by the Labor Code AND then were retaliated against, **please reach out to CPA to learn more about retaliation and what you can do.**

Be proactive - steps to defend your rights



1. Keep a calendar of your work hours, including rest and meal breaks. Keep your paystubs and other work records.
2. Identify coworkers who may have the same problems as you. Strength in numbers!
3. Write down your employer and business information, such as their name, the bank they use, other businesses they own, etc.

For more information, contact Chinese Progressive Association at (415) 391-6986. CPA staff and volunteers do not provide legal advice. This is general "know your rights" information.





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Understand your Worker's Rights

California Minimum Wage



- 1) Effective January 1, 2024, every employer, regardless of the number of employees, shall pay to each employee wages **not less than \$16.00/ hour**
- 2) Effective April 1, 2024, California-based **fast-food workers** for chains with 60 or more locations around the nation will earn at least \$20
- 3) Effective June 1, 2024, California **health care workers** will earn a minimum of \$18, \$21 or \$23 an hour, depending on what type of facility employs them and where they work

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|-------------------------|--|
| Overtime | <ul style="list-style-type: none"> • 1.5 times your regular hourly rate after 8 hours of work, 40 hours in one week, or the first 8 hours on the 7th consecutive day • 2 times your regular hourly rate after 12 hours of consecutive work, and after 8 hours on your 7th consecutive day |
| Meals and Breaks | <ul style="list-style-type: none"> • Paid 10-minute rest break every 4 hours. • Unpaid 30-minute uninterrupted meal break every 5 hours. Workers don't need to work during the meal break. Workers could choose to waive the meal break if they don't work over 6 hours per day. <p>For every day you don't receive a meal or rest break, your boss must pay you an extra hour of wages for each type of break missed.</p> |

Paid Sick Leave:

- All California workers earn one hour of paid sick leave for every 30 hours worked that you can use for your or a family member's health needs, including preventative care and annual check-ups, and for specific purposes if you are a victim of domestic violence, sexual assault or stalking. Starting on January 1, 2024, an employer must allow an employee to use at least five days or 40 hours PSL a year, whichever is more. The law allows an employer to limit an employee's total accrued paid sick leave to no more than 80 hours or ten days. Under the accrual method, workers can carry over unused sick leave from one year to the next year.
- For workers in San Francisco, your employer can limit your accrual of paid sick leave to 40 hours (company with < 10 workers) or 72 hours (company with 10+ workers).

Check your city's paid sick leave laws! Many Bay Area cities have stronger paid sick leave laws.

California Employment Development Department (EDD)

☀ Unemployment Insurance (UI):

In California, to qualify for UI: You must have permission to work legally (e.g. citizenship, green card, work permit) in the United States; You lost your job through no fault of your own; You earned enough money during the base period (a 4-quarter period in the past 18 months); and You must be ready, willing, and able to work and are actively seeking work.

How to apply:

1. The easiest way to apply is online through EDD's Benefit Programs Online website. EDD provides Benefit Programs Online in English and Spanish: <https://portal.edd.ca.gov/WebApp>
2. Apply by Phone:
 - a. Call: 1-800-300-5616
 - b. Choose your preferred language

☀ California State Disability Insurance (SDI) program

SDI is a deduction from employees' wages. This is usually shown as "CASDI" on your paystub
Disability Insurance (DI) provides short-term wage replacement benefits to eligible California workers who have a loss of wages when they are unable to work due to a non-work-related illness, injury, or pregnancy.

DI or Paid Family Leave does not provide job protection, only monetary benefits; however, your job may be protected through other federal or state laws such as the Family and Medical Leave Act (FMLA) or the California Family Rights Act (CFRA).

Address: 1020 Kearny St, San Francisco, CA 94133
Please call and leave a voicemail at 415-391-6986 first