

A photograph of a man with grey hair and a mustache, wearing a light blue polo shirt, sitting in a wheelchair. He is looking towards the right. A woman's hand is resting on his shoulder, and another person's arm is visible around his neck, suggesting a supportive or caring interaction. The background is softly blurred, showing what appears to be a window with curtains.

Nonindustrial Disability Insurance-Family Care Leave Provisions

for California State Government Employees



What Are the Eligibility Requirements for NDI-FCL?

Benefits are payable to covered employees who cannot do their regular work due to one of the following reasons:

- To care for a seriously ill child, parent, parent-in-law, grandparent, grandchild, sibling, spouse, or registered domestic partner.
- To bond with a new child entering the family through birth, adoption, or foster care placement.
- To participate in a qualifying event resulting from a spouse, registered domestic partner, parent, or child's military deployment to a foreign country.

NDI-FCL is available to excluded California State Government Employees who participate in the Annual Leave Program.

Benefits are not payable:

- For any day of entitlement to temporary workers' compensation benefits or Industrial Disability Leave.
- For any day that wages are received in the form of sick leave, vacation, compensatory time off, or catastrophic leave.
- For any day that Unemployment Insurance benefits are paid.
- For any day on or after separation or retirement from state service.





What Is Nonindustrial Disability Insurance-Family Care Leave?

Nonindustrial Disability Insurance-Family Care Leave (NDI-FCL) provides partial-wage-replacement benefits to covered state government employees who have a loss of income due to:

- Caring for a seriously ill family member.
- Bonding with a new child.
- Taking part in a qualifying military event.

How Do I Apply?

Obtain a *Claim for Nonindustrial Disability Insurance - Family Care Leave (NDI-FCL)* (DE 8501F):

- From the attendance clerk or department personnel office.
- By calling the State Employee Claim Office at 1-866-758-9768.
- By e-mailing DI217@edd.ca.gov.

For NDI-FCL claims, the attendance clerk will complete Part A of the claim form, the remaining portions should be completed according to the specific claim type.



How Much Can I Receive?

Benefits are paid monthly. NDI-FLC provides up to \$250 per week for 26 weeks (182 days). The weekly benefit amount and rules about use of leave credits vary according to your employment status and collective bargaining agreement.

Enhanced NDI-FLC benefits are provided to employees who participate in the state's Annual Leave Program. You will receive 50 percent of your paycheck, and you can supplement this with leave credits to receive 75 or 100 percent of your paycheck.

State and federal taxes will be withheld from NDI-FLC benefits. Voluntary deductions – such as health insurance premiums, credit union loans, savings accounts, bonds, parking fees, etc. – will be subtracted from NDI-FLC benefits unless cancelled. If you continue health insurance premium deductions, the state's employer contribution will also continue.

What if I'm Denied?

If payment of benefits is denied a *Notice of Determination* (DE 8517) will be mailed to you stating the reason for the disqualification and the time period.

Questions about benefit eligibility should be directed to State Employee Claims Office at 1-866-758-9768. Any determination of eligibility made by the State Employee Claim Office may be appealed before an administrative law judge by writing to the office to request a hearing.

Who Is Covered?

NDI-FCL benefits are available to permanent or probationary full-time, part-time or intermittent employees who are members of the Public Employees' Retirement System (PERS) or the State Teachers' Retirement System (STRS).

Employees do not have to contribute any money, enrollment fees, or medical examinations to be covered. To qualify, permanent part-time and intermittent employees must have been paid for 6 monthly pay periods in the 18 months prior to being disabled.

NDI-FCL also covers:

- California State University employees who are halftime or more for at least one year of service or one academic year.
- Employees who are not part of collective bargaining.
- Full-time, permanent part-time, or intermittent officers or employees of the State Legislature who are not members of the civil service.

Who Is Not Covered?

Some state employees are not covered by NDI-FCL through a negotiated agreement but are covered by State Disability Insurance (SDI).

For more information on SDI for state employees, visit [SDI for State Employee's FAQ \(edd.ca.gov/disability/FAQ_DI_State_Employees.htm\)](http://edd.ca.gov/disability/FAQ_DI_State_Employees.htm).





Care Claims

You will complete Part B, the care recipient will complete Part D, and the treating licensed health professional will complete Part E. Certification by a licensed health professional is required.

Bonding Claims

You will complete Part B and Part C. Proof of relationship, such as a copy of the birth certificate, the adoptive placement agreement, or the foster care placement record, is required.

Military Assist Claims

You will complete Part B and Part F. Supporting military documentation is required.

Allow at least 14 days for us to receive the required documents for payment processing. If you are eligible for benefits, an *Authorization to Pay Nonindustrial Disability Insurance or Nonindustrial Disability Insurance - Family Care Leave* (DE 8500A) will be mailed to your employer with the dates you may be paid.

You will receive a *Nonindustrial Disability Insurance or Nonindustrial Disability Insurance - Family Care Leave* (DE 8500) to inform you of the dates you are eligible for benefits. Benefits will be paid only for the days for which you are entitled.

The EDD is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Requests for services, aids, and/or alternate formats need to be made by calling 1-866-490-8879. TTY users, please call the California Relay Service at 711.

This is for general information only and does not have the force and effect of law, rule, and regulation.