



Paid Family Leave Toolkit

Help Inform Your Employees About Paid Family Leave

Deciding between a job and family is a choice that no one should have to make. According to a 2020 survey conducted by the Employment Development Department (EDD), only 56% of Californians are aware of the benefits that the EDD's Paid Family Leave (PFL) program can provide.

We need your help in making sure Californians are aware of the PFL program.

Join us on our mission to help them be there for the moments that matter most.

Post about your support of the PFL program on your organization's website, internal channels, social media platforms, and in common workplace areas.

We are here to support and empower you with need-to-know information, tools, and resources to help employees navigate the program.

Did you know?

PFL programs can improve employee retention and morale, saving employers money through reduced turnover costs.

"[There Are Significant Business Costs to Replacing Employees](https://www.americanprogress.org/wp-content/uploads/2012/11/CostofTurnover.pdf)", by Heather Boushey and Sarah Jane Glynn
(<https://www.americanprogress.org/wp-content/uploads/2012/11/CostofTurnover.pdf>)

Contact Us

If you have any questions, contact **DIB Outreach** (DIBOutreach@edd.ca.gov)



You and your organization play a critical role in advocating for and helping to put the program into context for employees.

It is no secret that PFL programs are a game changer for workers, but did you know that there are proven economic benefits for the businesses that offer and support them?

Since the EDD's PFL program was signed into law in 2002, it has had a proven impact on the health of California's economy and communities.

87%

of businesses in California experienced no increase in costs as a result of the program and 9% indicated that the program generated savings by reducing employee turnover and benefit costs.

["Unfinished Business: Paid Family Leave in California and the Future of U.S. Work-Family Policy,"](#) by Ruth Milkman and Eileen Appelbaum

(<https://cornell.universitypressscholarship.com/view/10.7591/cornell/9780801452383.001.0001/upso-9780801452383>)

**More positive
outcomes**

Small and medium-sized businesses (those with fewer than 50 employees and those with 50 to 99 employees) reported more positive outcomes from the PFL program overall than large businesses (100+ employees).

["Paid Family Leave Pays Off in California,"](#) Harvard Business Review
(<https://hbr.org/2011/01/paid-family-leave-pays-off-in>)

CONTENTS

Program Overview	5
The PFL Program	6
PFL Considerations	7
DI Checklist	9
PFL Checklist	11
Resources	13
Sample Messages	14
Program Assets and Materials	21
Infographics	22
Success Stories	28
Helpful Links	31



Program Overview

The Employment Development Department's [Paid Family Leave \(PFL\)](https://edd.ca.gov/PaidFamilyLeave) (edd.ca.gov/PaidFamilyLeave) allows Californians to take the time they need to support their families during the moments that matter. California is one of the few states that currently offers PFL. PFL is a component of California's State Disability Insurance (SDI) program that is funded through state-mandated payroll deductions.

PFL is available to eligible California employees who need to take time off work to:

- Bond with a new child through birth, adoption, or foster care placement.
- Care for a seriously ill child, parent, parent-in-law, grandparent, grandchild, sibling, spouse, or registered domestic partner.
- Participate in a [qualifying event](https://edd.ca.gov/en/disability/paid-family-leave/Military-Family-Members) (edd.ca.gov/en/disability/paid-family-leave/Military-Family-Members) because of a family member's military deployment to a foreign country.

14% decrease in labor costs per employee

On average, small businesses experience a 14% decrease in labor costs per employee when employees take PFL.

"[Evaluation of the California Paid Family Leave Program](https://www.bayareaeconomy.org/files/pdf/BACEI_PFL_6192020.pdf)," Bay Area Council Economic Institute (http://www.bayareaeconomy.org/files/pdf/BACEI_PFL_6192020.pdf)

The PFL Program

The PFL program provides up to 8 weeks of partial-wage-replacement benefits that can be taken all at once or split over a 12-month period. If an employee is using the PFL program to welcome or bond with a new child, their leave can be taken anytime within the first 12 months of a child entering the family. Eligible employees can choose their payment option when applying for benefits.

To qualify for the PFL program, employees must:

- Be covered by State Disability Insurance (or a Voluntary Plan in lieu of State Disability Insurance), which in most cases will show up as CASDI on their paystubs.
- Have earned at least \$300 in the past 5 to 18 months.
- Submit their claim no later than 41 days after they begin their family leave; they shouldn't file before their first day of leave.

60%

of California employers reported coordinating their own benefits with the PFL program, resulting in cost savings and meaning employees do not have to use other benefits, such as vacation, sick leave, or personal time.

["Leaves That Pay: Employer and Worker Experiences with Paid Family Leave in California,"](https://cepr.net/documents/publications/paid-family-leave-1-2011.pdf)
Center for Economic and Policy Research Publication
(<https://cepr.net/documents/publications/paid-family-leave-1-2011.pdf>)





PFL Considerations

It's important to note that the PFL program provides a wage supplement. This program is not a leave of absence from work and does not provide job protection. However, employees may qualify for job protection under other laws, such as the federal Family and Medical Leave Act, the California Family Rights Act or the New Parent Leave Act, that can be taken concurrently with the PFL program. Citizenship and immigration status do not affect PFL eligibility.

Eligible California employees can apply for the PFL program by visiting [SDI Online](https://edd.ca.gov/SDI_Online) (edd.ca.gov/SDI_Online) or by completing a *Claim for Paid Family Leave (PFL) Benefits* (DE 2501F) form. You can order a DE 2501F form by visiting [EDD Forms and Publications](https://edd.ca.gov/Forms) (edd.ca.gov/Forms).

New moms transitioning from Disability Insurance (DI) to PFL will not need to order a claim form. They will automatically receive a *Claim for Paid Family Leave (PFL) Benefits - New Mother* (DE 2501FP) form right after their final DI payment. More information about the PFL program is available in the [Overview of California's Paid Family Leave Program \(DE 2530\) \(PDF\)](https://edd.ca.gov/siteassets/files/pdf_pub_ctr/de2530.pdf) (edd.ca.gov/siteassets/files/pdf_pub_ctr/de2530.pdf)

Strengthen employee loyalty, retention, and morale

A majority of the most successful companies report that excellent benefit programs strengthen employee loyalty, retention, and morale.

"Commitment to the Future: 10 Years of The Principal 10 Best Companies,"

Harvard Business Review Analytic Services

(https://hbr.org/resources/pdfs/tools/17323_HBR_Principal_White%20Paper_webview.pdf)

Planning with your Employees

We would like to make the planning and preparation for your employee's life-changing moment as seamless as possible. It is required by law to provide your employees with the [Disability Insurance Provisions Brochure \(DE2515\) \(PDF\)](http://edd.ca.gov/pdf_pub_ctr/de2515.pdf) (edd.ca.gov/pdf_pub_ctr/de2515.pdf) and the [Paid Family Leave Brochure \(DE 2511\) \(PDF\)](http://edd.ca.gov/pdf_pub_ctr/de2511.pdf) (edd.ca.gov/pdf_pub_ctr/de2511.pdf), as well as displaying the [Notice to Employees \(DE 1857A\) \(PDF\)](http://edd.ca.gov/pdf_pub_ctr/de1857a.pdf) (edd.ca.gov/pdf_pub_ctr/de1857a.pdf) in a public area in your workplace. Below is an overview of simple steps for you to guide your employee to apply for the PFL program.

Want to help guide other California employees during the process? Contact [DIB Outreach](mailto:DIBOutreach@edd.ca.gov) (DIBOutreach@edd.ca.gov) to share a helpful tip or resource to apply to the program.

Is your employee pregnant? Continue reading about Disability Insurance (DI). For all other claims, please jump below to the PFL Checklist.

Pregnant employees can receive DI before their due date and after giving birth to recover and heal.

The disability period for a [pregnancy with no complications](http://edd.ca.gov/en/Disability/FAQ_DI_Pregnancy#collapse-4079f3fc-4687-424f-a1ae-fccd182c3131) (edd.ca.gov/en/Disability/FAQ_DI_Pregnancy#collapse-4079f3fc-4687-424f-a1ae-fccd182c3131) is up to four weeks **before** the expected delivery date and up to six weeks following a normal delivery or eight weeks for Cesarean section. However, your employee's licensed health professional may certify a longer time prior to or after delivery if there are medical complications and if your employee is unable to perform job duties.

New moms with an active pregnancy-related DI claim will automatically be sent a *Claim for Paid Family Leave (PFL) Benefits – New Mother* (DE 2501FP) after their final DI payment is issued to transition to PFL to bond with their baby. Visit [Types of Claims – Pregnancy](http://edd.ca.gov/Disability/Types_of_Claims.htm) (edd.ca.gov/Disability/Types_of_Claims.htm) to learn more.

Disability Insurance Checklist

Preparing to take DI for pregnancy

- ❑ Encourage your employee to get an idea of their estimated DI benefit payments using the [Disability Insurance and Paid Family Leave Calculator](https://edd.ca.gov/en/disability/PFL_Calculator) (edd.ca.gov/en/disability/PFL_Calculator).
- ❑ Align with your employee on their anticipated schedule by asking the following questions:
 - Do you plan to use DI prior to your delivery?
 - What is your anticipated due date and when would you like your leave to begin?
 - After your final DI benefit payment is issued, do you want to begin taking PFL right away? PFL can be taken all at once or split over a 12-month period.
 - When do you anticipate returning to work?
- ❑ Help your employee develop a transition plan to support your team during their leave.





Applying for DI Benefits

- Ensure your employee has the right documents they will need to file for DI benefits, including:
 - A W-2 or paystub.
 - Information about any wages they plan on receiving at the same time as their benefits. This includes sick leave, paid time off (PTO), vacation pay, annual leave, or other wages earned after they have stopped working.
 - Any workers' compensation claim information.
- Advise your employee to file a DI claim by using [SDI Online](https://edd.ca.gov/Disability/SDI_Online.htm) (edd.ca.gov/Disability/SDI_Online.htm) or by completing and submitting the [Claim for Disability Insurance \(DI\) Benefits \(DE 2501\) \(PDF\)](https://edd.ca.gov/pdf_pub_ctr/de2501.pdf) (edd.ca.gov/pdf_pub_ctr/de2501.pdf) form by mail. Visit [Disability Insurance](https://edd.ca.gov/en/Disability/disability_insurance) (edd.ca.gov/en/Disability/disability_insurance) for more information.
- Advise your employee they can choose their payment option when applying for benefits.

If your employee is interested in transitioning to PFL after they use all their DI benefits, visit [Paid Family Leave for Mothers](https://edd.ca.gov/en/disability/paid-family-leave/mothers/) (edd.ca.gov/en/disability/paid-family-leave/mothers/) for more information.

Paid Family Leave Checklist

Preparing to Take PFL

- Encourage your employee to get an idea of their estimated PFL benefit payments using the [Disability Insurance and Paid Family Leave Calculator](https://edd.ca.gov/en/disability/PFL_Calculator) (edd.ca.gov/en/disability/PFL_Calculator).
- Align with your employee on their anticipated schedule by asking the following questions:
 - How much time do you plan on taking?
 - Will your time be taken in increments or all at once? PFL can be taken all at once or split over a 12-month period.
 - When do you anticipate starting your leave?
 - When do you anticipate returning to work?
- Help your employee develop a transition plan to support your team during their leave.



Applying for PFL Benefits

- Ensure your employee has the right documents to file their PFL claim.
- Educate your employee on the documents they will need to file, including:
 - A W-2 or paystub.
 - Information about any wages they plan on receiving at the same time as their benefits. This includes sick leave, paid time off (PTO), vacation pay, annual leave, or other wages earned after they have stopped working.
 - Any workers' compensation claim information.
 - Proof of relationship for bonding claims.
 - Any military assist documentation required.
 - Part D of the DE 2501F, completed by the employee's licensed health professional.
- Advise your employee to file a PFL claim online using SDI Online or by completing and submitting the *Claim for Paid Family Leave (PFL) Benefits* (DE 2501F) form by mail. Visit [California Paid Family Leave](https://edd.ca.gov/en/disability/paid-family-leave/) (edd.ca.gov/en/disability/paid-family-leave/) for more information.
- Advise your employee to choose their payment option when filing their claim.

Managing a Claim

If your employee reports intermittent leave or continued work on their claim form, the EDD will send them the *Continued Claim Certification for Paid Family Leave Benefits* (DE 2580GF) to certify to the days they worked.

- Remind your employee that if they do not return the DE 2580GF to us, their benefits will stop.

Resources

This next section includes available resources to help you strengthen your employees' understanding of the PFL program.


If there are other topics that you need guidance on or if you have any questions, contact [DIB Outreach](mailto:DIBOutreach@edd.ca.gov) (DIBOutreach@edd.ca.gov).



Sample Messages

You can advocate for the PFL program by frequently communicating about it on your organization’s internal and social media platforms. We encourage you to publish and share this content during timely observances such as National Caregivers Day or Adoption Month. This is also an opportunity for you to highlight how the PFL program could be beneficial to them as well as showcase your additional investments in their employee benefits.

The chart below includes sample messages for you to use when talking about the program to current and prospective employees along with recommended visual assets to support your communications. Feel free to adapt this content to best serve your organization and align with your brand guidelines.

Platform	Sample Message Copy		Recommended Visual Asset
<p>Digital Asset</p> <p>(Use on your website, internal communication, on-boarding forms, social media, and more.)</p>	<p>Option 1:</p> <p>We support the EDD’s Paid Family Leave program.</p> <p>EDD logo</p>	<p>Option 2:</p> <p>Our employees are there for the moments that matter. We support the EDD’s Paid Family Leave program.</p> <p>EDD logo</p>	

Use this chart to your discretion based on your organization’s specific culture, restrictions, and engagement preferences.

Platform

Sample Message Copy

Newsletter

California was the first US state to implement a Paid Family Leave (PFL) program. For nearly 20 years, the Employment Development Department (EDD) has provided eligible California workers partial-wage-replacement benefits to take time off from work and support their families during the moments that matter.

Benefits can be used to bond with a new child, to care for a seriously ill or injured family member, or in a qualifying military event resulting from a family member's military deployment to a foreign country.

Although the EDD's PFL program has been available for almost two decades, only 56% of Californians are aware of it.

[Optional: Insert quote from a company leader or manager about the importance of PFL for Californians who deserve to be with their families for the moments that matter.]

More facts about the EDD's PFL program include:

- Provides up to eight weeks of partial-wage-replacement benefits.
- It does not have to be taken all at once.
- It is funded through State Disability Insurance (SDI) tax withholdings. You are most likely eligible if you've paid into SDI in the past 5-18 months. This is noted as "CASDI" on your paystub.
- Citizenship and immigration status do not affect eligibility.

If you are interested in learning more, visit [California Paid Family Leave](https://edd.ca.gov/en/disability/paid-family-leave/) (https://edd.ca.gov/en/disability/paid-family-leave/).

For additional resources you can download, visit our [PFL Digital Library](https://flic.kr/s/aHBqjzXhgP) (flic.kr/s/aHBqjzXhgP) for partner products.



Use this chart to your discretion based on your organization's specific culture, restrictions, and engagement preferences.

Platform	Sample Message Copy	Recommended Visual Asset
<p>Internal Channels</p>	<p>Everyone deserves to be there for the moments that matter with their families - whether that's bonding with a new child, caring for a seriously ill family member, or managing additional responsibilities when a family member is deployed by the military to a foreign country.</p> <p>EDD's Paid Family Leave program provides up to eight weeks of partial-wage-replacement benefits for eligible Californians to support their families during the moments that matter most. It is not a leave of absence from work and does not provide job protection.</p> <p>Contact <i>[Insert your HR partner or your benefits partner here]</i> or visit edd.ca.gov/PaidFamilyLeave to learn more.</p>	 <p>[Photograph of family members expressing support and/or affection]</p>
<p>Internal Channels</p>	<p>EDD's Paid Family Leave (PFL) was signed into law in 2002, making California the first state in the country to create a PFL program.</p> <p>The program provides eligible Californians partial-wage-replacement benefits that they need to support their families during the moments that matter.</p> <p>Contact <i>[Insert your HR partner or your benefits partner here]</i> or visit edd.ca.gov/PaidFamilyLeave to learn more about the PFL program.</p>	 <p>[Photograph of family members expressing support and/or affection]</p>



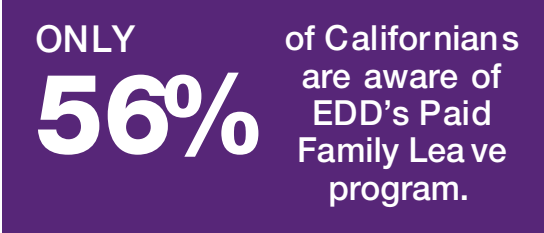

Use this chart to your discretion based on your organization's specific culture, restrictions, and engagement preferences.

To expand the reach of your social media posts, consider using the following hashtags:



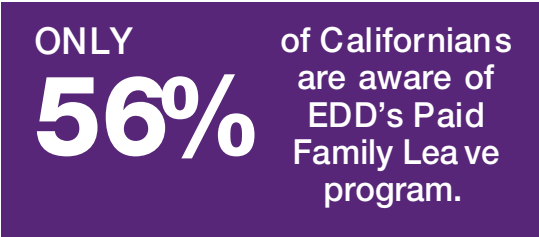

- #PaidFamilyLeave
- #CAPaidFamilyLeave
- #CAPFL
- #PaidLeave
- #MomentsMatter
- #WorkingInCA
- #MilitaryFamily
- #MilFam

Platform	Sample Message Copy	Recommended Visual Asset
<p>Facebook</p>	<p>We believe that every employee deserves to be present for the moments that matter most. #CAPaidFamilyLeave provides our CA-based employees with the means to do so. Learn more about the program and how to apply by visiting edd.ca.gov/PaidFamilyLeave.</p>	 <p>[Photograph of family members expressing support and/or affection]</p>
	<p>#CAPaidFamilyLeave provides families with the ability to take the necessary time off work to nurture and bond with a new child, to care for a seriously ill or injured family member, or to manage additional responsibilities when a family member is deployed by the military to a foreign country. Learn about the program requirements at edd.ca.gov/PaidFamilyLeave.</p>	 <p>[Photograph of family members expressing support and/or affection]</p>





Use this chart to your discretion based on your organization’s specific culture, restrictions, and engagement preferences.

Platform	Sample Message Copy	Recommended Visual Asset
Instagram	<p>We believe that every employee deserves to be there for the moments that matter. Follow @ca_edd to learn about the #CAPaidFamilyLeave program available to our CA-based employees.</p>	 <p>[Photograph of family members expressing support and/or affection]</p>
	<p>#CAPaidFamilyLeave provides families with the ability to take the necessary time off work to nurture and bond with a new child, to care for a seriously ill or injured family member, or to manage additional responsibilities when a family member is deployed by the military to a foreign country. Follow @ca_edd to learn more about the program and how to apply.</p>	 <p>[Photograph of family members expressing support and/or affection]</p>
	<p>#DYK only 56% of Californians know about #CAPaidFamilyLeave? Learn more at edd.ca.gov/PaidFamilyLeave and follow @ca_edd for the latest program information.</p>	 <p>ONLY 56% of Californians are aware of EDD's Paid Family Leave program.</p>
	<p>#DYK only 26% of Californians that potentially qualified for #CAPaidFamilyLeave in 2020 applied for it? Learn more at edd.ca.gov/PaidFamilyLeave and follow @ca_edd for the latest program information.</p>	 <p>ONLY 26% of Californians who potentially qualified for the program applied for it.</p>

Use this chart to your discretion based on your organization's specific culture, restrictions, and engagement preferences.

Platform	Sample Message Copy	Recommended Visual Asset
Twitter	<p>Everyone deserves to be there for their families for the moments that matter most. #CAPaidFamilyLeave program provides our CA-based employees with the means to do so. Learn more about the #CAPaidFamilyLeave program at edd.ca.gov/PaidFamilyLeave.</p>	 <p>[Photograph of family members expressing support and/or affection]</p>
	<p>#CAPaidFamilyLeave provides a multitude of benefits for Californians to take needed time to support their loved ones. Learn more about the program and how to apply at edd.ca.gov/PaidFamilyLeave.</p>	 <p>[Photograph of family members expressing support and/or affection]</p>
	<p>#DYK only 56% of Californians know about #CAPaidFamilyLeave? Learn more at edd.ca.gov/PaidFamilyLeave and follow @ca_edd for the latest program information.</p>	
	<p>#DYK only 26% of Californians that potentially qualified for #CAPaidFamilyLeave in 2020 applied for it? Learn more at edd.ca.gov/PaidFamilyLeave and follow @ca_edd for the latest program information.</p>	

Use this chart to your discretion based on your organization's specific culture, restrictions, and engagement preferences.

Platform	Sample Message Copy	Recommended Visual Asset
<p>LinkedIn</p>	<p>California is the first state in the country to create a #PaidFamilyLeave program. At <i>[Insert Organization name]</i> we believe that every employee deserves to be present for the moments that matter most. Learn more about the program and how to apply by visiting edd.ca.gov/PaidFamilyLeave.</p>	 <p>[Photograph of family members expressing support and/or affection]</p>
	<p>#CAPaidFamilyLeave provides families with the ability to take the necessary time off work to nurture and bond with a new child, to care for a seriously ill or injured family member, or to manage additional responsibilities when a family member is deployed to a foreign country by the military. Learn more about the program and how to apply by visiting edd.ca.gov/PaidFamilyLeave.</p>	 <p>[Photograph of family members expressing support and/or affection]</p>
	<p>We believe that every employee deserves to be there for the moments that matter. Follow @EmploymentDevelopmentDepartment to learn about the #CAPaidFamilyLeave program.</p>	 <p>[Photograph of family members expressing support and/or affection]</p>
	<p>The #CAPaidFamilyLeave program provides eligible Californians partial-wage-replacement benefits to support their families during the moments that matter. Contact <i>[your HR partner or your benefits partner]</i> or visit edd.ca.gov/PaidFamilyLeave to learn more about the PFL program.</p>	 <p>[Photograph of family members expressing support and/or affection]</p>

Use this chart to your discretion based on your organization's specific culture, restrictions, and engagement preferences.



Program Assets and Materials

We've provided important PFL program assets and materials that you can include in your communications to employees. The links below include important documents to share about the program so that your employees have the most up-to-date information available to them.

- [Notice to Employees \(DE 1857A\) \(PDF\)](https://edd.ca.gov/siteassets/files/pdf_pub_ctr/de1857a.pdf)
(edd.ca.gov/siteassets/files/pdf_pub_ctr/de1857a.pdf)
- [Paid Family Leave Brochure \(DE 2511\) \(PDF\)](https://edd.ca.gov/siteassets/files/pdf_pub_ctr/de2511.pdf)
(edd.ca.gov/siteassets/files/pdf_pub_ctr/de2511.pdf)
- [Disability Insurance Provisions \(DE 2515\) \(PDF\)](https://edd.ca.gov/siteassets/files/pdf_pub_ctr/de2515.pdf)
(edd.ca.gov/siteassets/files/pdf_pub_ctr/de2515.pdf)
- [Disability Insurance Elective Coverage Program Fact Sheet \(DE 8714CC\) \(PDF\)](https://edd.ca.gov/pdf_pub_ctr/de8714cc.PDF)
(edd.ca.gov/pdf_pub_ctr/de8714cc.PDF)
- [Transitioning from Disability Insurance to Paid Family Leave \(DE 8521\) \(PDF\)](https://edd.ca.gov/siteassets/files/pdf_pub_ctr/de8521.pdf)
(edd.ca.gov/siteassets/files/pdf_pub_ctr/de8521.pdf)

Infographics

Infographics are great for turning complicated concepts into eye-catching, easy-to-remember visuals.

Learn and share how the PFL program offers many benefits to qualifying Californians. Print and post them in common areas or download and post them on your company's internal and external websites.



Paid Family Leave Program Overview

California was the first state to create a Paid Family Leave (PFL) program so eligible workers can be there for the moments that matter.

8 weeks



of partial-wage replacement benefits are provided through EDD's PFL program within a 12-month period.

If eligible, recipients can choose their payment option when applying for benefits.

3 life events



are covered under California's PFL program:

1. Bond with a new child.
2. Care for a seriously ill family member.
3. Participate in a [qualifying event](#) because of a family member's military deployment to a foreign country.

A portion



of your salary could be supplemented during your leave.

If eligible, recipients can choose their payment option when applying for benefits.

2 key requirements



to qualify for PFL benefits:

1. Have paid into the State Disability Insurance fund. This shows as CASDI on your paystub.
2. Have earned at least \$300 in the past 5 to 18 months.

To learn more, visit [California Paid Family Leave](https://edd.ca.gov/PaidFamilyLeave) (edd.ca.gov/PaidFamilyLeave).

PFL provides benefit payments but not job protection. Your job may be protected by other laws, such as the [Family and Medical Leave Act](https://dol.gov/agencies/whd/fmla) (dol.gov/agencies/whd/fmla) or the [California Family Rights Act](https://calcivilrights.ca.gov) (calcivilrights.ca.gov).



Long-Term Impacts of the Paid Family Leave Program

Everyone deserves to be there for the moments that matter with their families. EDD's Paid Family Leave program provides them with the ability to do so.

Nearly 30%



of working women leave the labor force when they have a child.

Paid family leave programs can reduce the impact of childbearing on women's participation in the workforce by 20% or more for up to five years.

[The Value of Paid Family Leave](http://bipartisanpolicy.org/blog/morning-consult-poll-value-of-paid-family-leave/) (<http://bipartisanpolicy.org/blog/morning-consult-poll-value-of-paid-family-leave/>)

2 weeks +



of paternity leave can help fathers build a stronger bond with their child.

Fathers who took at least two weeks of paternity leave reported feeling closer to their children than fathers who did not take leave.

[Paternity Leave](http://www.bbc.com/worklife/article/20210712-paternity-leave-the-hidden-barriers-keeping-men-at-work) (<http://www.bbc.com/worklife/article/20210712-paternity-leave-the-hidden-barriers-keeping-men-at-work>)

1 in 5



full-time workers care for a family member with a serious illness or disability.

The biggest challenge for full-time workers who are caring for a family member with a serious illness or disability is the emotional stress of handling both their job and caregiving responsibilities.

Paid Family Leave helps alleviate their stress.

[Working While Caring](http://www.rosalynncarter.org/wp-content/uploads/2021/09/210140-RCI-National-Surveys-Executive-Summary-Update-9.22.21.pdf) (<http://www.rosalynncarter.org/wp-content/uploads/2021/09/210140-RCI-National-Surveys-Executive-Summary-Update-9.22.21.pdf>)

To learn more, visit [California Paid Family Leave](https://edd.ca.gov/PaidFamilyLeave) (edd.ca.gov/PaidFamilyLeave).

PFL provides benefit payments but not job protection. Your job may be protected by other laws, such as the [Family and Medical Leave Act](https://dol.gov/agencies/whd/fmla) (dol.gov/agencies/whd/fmla) or the [California Family Rights Act](https://calcivilrights.ca.gov) (calcivilrights.ca.gov).



Paid Family Leave Provides Support to Working Women

Paid Family Leave provides working women with flexibility to tackle the competing priorities of parenting, caregiving, and work.

Reduce the impact of childbearing on women's labor force participation by 20%

State based administration of a Paid Family Leave program can significantly reduce the impact of childbearing on women's labor force participation by 20% or more for up to five years.

[Reducing Maternal Labor Detachment](http://equitablegrowth.org/working-papers/reducing-maternal-labor-market-detachment-a-role-for-paid-family-leave/) (<http://equitablegrowth.org/working-papers/reducing-maternal-labor-market-detachment-a-role-for-paid-family-leave/>)

Women spend 37%

more time providing care compared to men.

[Why millions of Americans feel they must choose between caring for loved ones and work](http://www.pbs.org/newshour/economy/the-pandemic-was-a-breaking-point-for-caretakers-will-it-be-a-turning-point)
(<http://www.pbs.org/newshour/economy/the-pandemic-was-a-breaking-point-for-caretakers-will-it-be-a-turning-point>)

To learn more, visit [California Paid Family Leave](https://edd.ca.gov/PaidFamilyLeave) (edd.ca.gov/PaidFamilyLeave).

PFL provides benefit payments but not job protection. Your job may be protected by other laws, such as the [Family and Medical Leave Act](https://dol.gov/agencies/whd/fmla) (dol.gov/agencies/whd/fmla) or the [California Family Rights Act](https://calcivilrights.ca.gov) (calcivilrights.ca.gov).



Paid Family Leave Supports California Caregivers

Paid Family Leave allows employees to take the time to focus on their role as a caregiver.

1 in 5

full-time workers care for a family member with a serious illness or disability.

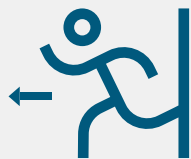
Nearly 20%



of working caregivers said they had to quit a job to care for a relative.

40% have had to scale back to part-time work.

About 75%



of working caregivers said they have had to leave work early to care for a loved one.

70% have taken time off and 60% have had to take two or more days off to care for a loved one.

More than 50%

of working caregivers said they have lost income due to missing work to care for a family member with a serious illness or disability.

Nearly half also said they passed up opportunities for promotions because they didn't think they'd be able to give their loved one the care and attention they need.

[Working While Caring](http://www.rosalynncarter.org/wp-content/uploads/2021/09/210140-RCI-National-Surveys-Executive-Summary-Update-9.22.21.pdf) (<http://www.rosalynncarter.org/wp-content/uploads/2021/09/210140-RCI-National-Surveys-Executive-Summary-Update-9.22.21.pdf>)

To learn more, visit [California Paid Family Leave](https://edd.ca.gov/PaidFamilyLeave) (edd.ca.gov/PaidFamilyLeave).

The PFL program is not a leave of absence from work and does not provide job protection.

Paid Family Leave Allows Fathers to Bond With Their Children

Paid Family Leave gives fathers the opportunity to spend time with their children.

100%

of men who took paternity leave were glad they did and said they would do it again.

According to a survey conducted by McKinsey, fathers who took paternity leave said it allowed them to develop a special bond with their child that would last for years to come.

[Paternity leave benefits extend beyond personal | McKinsey](https://www.mckinsey.com/business-functions/people-and-organizational-performance/our-insights/a-fresh-look-at-paternity-leave-why-the-benefits-extend-beyond-the-personal)
(<https://www.mckinsey.com/business-functions/people-and-organizational-performance/our-insights/a-fresh-look-at-paternity-leave-why-the-benefits-extend-beyond-the-personal>)

20%

of respondents in the same survey said they felt the risk of having a career setback was the downside of taking paid family leave, but most said that the benefits outweigh the risk.

Working fathers appreciated the chance to take time off as well as the support from their peers in making it happen.

[Paternity leave benefits extend beyond personal | McKinsey](https://www.mckinsey.com/business-functions/people-and-organizational-performance/our-insights/a-fresh-look-at-paternity-leave-why-the-benefits-extend-beyond-the-personal)
(<https://www.mckinsey.com/business-functions/people-and-organizational-performance/our-insights/a-fresh-look-at-paternity-leave-why-the-benefits-extend-beyond-the-personal>)

25%

of fathers who take paternity leave are less likely to see their marriage or relationships end within a few years.

90% of the men that participated in McKinsey's survey said they noticed an improvement in their relationship with their partner.

[Parental leave often helps relationships survive | Ball State University \(bsu.edu\)](https://www.bsu.edu/news/press-center/archives/2020/1/parental-leave-often-helps-relationships-survive)
(<https://www.bsu.edu/news/press-center/archives/2020/1/parental-leave-often-helps-relationships-survive>)

To learn more, visit [California Paid Family Leave](https://edd.ca.gov/PaidFamilyLeave) (edd.ca.gov/PaidFamilyLeave).

The PFL program is not a leave of absence from work and does not provide job protection.

Success Stories

Many Californians who are eligible for the PFL program don't know they qualify or know little information about it. According to a 2020 survey conducted by the EDD, only 26 percent of Californians that potentially qualified for the PFL program applied for it.

We've learned that it's easier for employees to learn new information when they have examples of how others have benefitted. This helps them better imagine how they can best apply the information learned to fit their specific needs.

The following pages include a few real-life examples of how the PFL program has helped Californians be present for their families.

You can also highlight success stories within your organization by asking employees to answer a few questions about their experience with the PFL program and sharing their responses on your organization's internal communications channels.

Sample questions to highlight success stories within your organization

1. Why did you apply for the PFL program?
2. Please briefly describe your experience with the PFL program.
3. What piece of advice would you like to share with your colleagues about applying for the PFL program?

Penelope's Story

Los Angeles County resident Penelope Daniels applied for EDD's Paid Family Leave (PFL) program so she could serve as the primary caregiver for her father after he was injured in a series of falls. While receiving benefits through the PFL program, Penelope was able to care for and spend time with her father before he passed.

Q: How did Paid Family Leave help you and your family?

A: The benefits from the PFL program allowed me to care for my father and create a peaceful environment for him to recover after he took a hard fall. Spending this time with my father was very important to me because I was able to make amends and it brought us closer together before he passed.

Q: What's the value of taking Paid Family Leave?

A: The PFL program gave me the necessary monetary support to be the caregiver my father needed. In fact, it is because of this important time in my life that I want to explore becoming an at-home-care provider, helping people with personalized care and counseling.

Q: What's one thing you want people to know about taking Paid Family Leave?

A: I would just let them know that this time is precious and healing – not only for the person you are taking care of but for yourself as well. It can make all the difference in your relationship with a loved one who needs your help to recover from a serious illness or injury.

Stephany's Story

Stephany has received Paid Family Leave (PFL) benefits three times following the birth of her children. She is grateful that the program enabled her to take the time she needed to adjust to having a new child and bond with each of her children without having to worry about losing all of her income during that time. Whether having a baby, adopting, or fostering, Stephany believes that this time is important for new parents.

Q: How did Paid Family Leave help you and your family?

A: For my husband, PFL allowed him to learn how to take care of an infant – how to hold them, burp them, change diapers. For me, PFL was especially helpful from a financial standpoint, because it gave me paid [leave] time with my babies that I would not have otherwise had.

Q: What's the value of taking Paid Family Leave?

A: The biggest value of the PFL program is the time it gives you to bond with your baby – that means my husband and I could shift our world to accommodate this new child, my children could adjust to having a new sibling, and I could temporarily remove my work commitments.

Q: What's one thing you want people to know about taking Paid Family Leave?

A: You are paying into this benefit – so use it! If you are unsure, maybe start by planning a short leave, and then evaluate whether you want to extend it to the maximum time allowed. Also, utilize the online resources and ask questions through the online messaging tool on the PFL website.

Helpful Links

Here are some of the quick links to resources to help strengthen your communications to employees about the program.

- [PFL Program Eligibility Requirements](http://edd.ca.gov/Disability/Am_I_Eligible_for_PFL_Benefits.htm)
(edd.ca.gov/Disability/Am_I_Eligible_for_PFL_Benefits.htm)
- [Frequently Asked Questions](http://edd.ca.gov/Disability/Faqs.htm#pfl) (edd.ca.gov/Disability/Faqs.htm#pfl)
- [PFL Forms and Publications](http://edd.ca.gov/disability/pfl_forms_and_publications.htm)
(edd.ca.gov/disability/pfl_forms_and_publications.htm)
- [Disability Insurance Forms and Publications](http://edd.ca.gov/Disability/DI_Forms_and_Publications.htm)
(edd.ca.gov/Disability/DI_Forms_and_Publications.htm)
- [Online Forms and Publications](http://edd.ca.gov/Forms) (edd.ca.gov/Forms)
- [State Disability Insurance Tutorials and Videos](http://edd.ca.gov/disability/SDI_Online_Tutorials.htm)
(edd.ca.gov/disability/SDI_Online_Tutorials.htm)
- [Ask EDD](http://askedd.edd.ca.gov/AskEDD/s/categorydetails?category=Paid_Family_Leave)
(askedd.edd.ca.gov/AskEDD/s/categorydetails?category=Paid_Family_Leave)
- [Information on employer and claimant webinars](http://edd.ca.gov/en/Disability/Events_Calendar)
(edd.ca.gov/en/Disability/Events_Calendar)

