



# Information Sheet

## Services for Victims of Domestic Violence Abuse

You may be eligible for temporary benefits if you can't work because of domestic violence. Benefits from the Employment Development Department (EDD) are available through Unemployment Insurance (UI) or State Disability Insurance (SDI). These programs offer funds to help you when you are not working.

The UI and SDI programs have different eligibility requirements. Benefits cannot be collected from both programs at the same time. The following provides information on each program:

### Unemployment Insurance Program

The Unemployment Insurance program, commonly referred to as UI, provides weekly benefit payments for workers who lose their jobs through no fault of their own. Benefit payments are financed by employers who pay taxes on wages paid to each of their workers.

### UI Benefits and Eligibility Requirements

Benefit payments range from \$40 to \$450 per week for up to 26 weeks and are based on your past earnings.

To be eligible for a UI claim, you will need to earn a minimum amount of wages within the past 18 months.

To receive benefits, you must be unemployed from your last job through no fault of your own.

Eligibility for benefits also requires that you are able to work, available for work, seeking work, and willing to accept a suitable job when offered.

### UI Eligibility for Victims of Domestic Violence Abuse

If there is "good cause" for quitting your job, you may be eligible for UI benefits. Under the law, good cause exists for leaving work if the reason for leaving is *"real, substantial, and compelling and would cause a reasonable person genuinely desirous of retaining employment to leave work under the same circumstances."* The EDD decides good cause and eligibility on a case-by-case basis.

California law provides that victims of domestic violence may have "good cause" for leaving a job. It will be necessary to show that you took reasonable

steps to keep the job. For example, requesting a transfer, leave of absence, or other workplace options.

During the eligibility process, individuals should be ready to explain how they tried to keep their job and provide evidence of any domestic violence that happened or was threatened. Employers will also be asked to verify your reasons for leaving and attempts to remain employed. We respect the sensitive nature of discussing domestic violence. We will need to ask questions about your situation to establish "good cause" for quitting work. Your information will be confidential.

Individuals must also meet all other eligibility requirements, including being physically able to work and available for work, actively seeking work, and ready to accept work.

If you are not eligible for UI benefits because you are sick or injured, caring for an ill family member, or bonding with a new child, you may file a claim with California's SDI program.

### State Disability Insurance Program

The SDI program is a partial, short-term wage replacement insurance program for most California workers. SDI benefits are funded through state-mandated employee payroll deductions. Workers covered by SDI are covered by two benefits, Disability Insurance (DI) and Paid Family Leave (PFL).

If you do not pay into SDI, such as independent contractors or the self-employed, you may elect coverage through Disability Insurance Elective Coverage (DIEC).

A valid claim requires:

1. You earn at least \$300 in wages subject to SDI payroll withholdings.
2. The withholdings are within a 5- to 18-month period before the start of the disability or family leave.

### Disability Insurance

Disability Insurance, commonly referred to as DI, provides short-term benefits to eligible workers who have a full or partial loss of wages due to a non-work-related illness or injury, pregnancy, or childbirth.

## Disability Insurance and Eligibility Requirements

Disability Insurance provides approximately 70 to 90 percent of an your past wages and are payable for up to 52 weeks. To be eligible for disability, you must be employed or actively looking for work at the time you become disabled and must be unable to do your customary work for at least eight consecutive days.

In addition, the disability must be certified by a physician or practitioner. We may require an independent medical examination to determine eligibility for benefits.

## Paid Family Leave

Paid Family Leave, commonly referred to as PFL, provides benefits to individuals who take time off work to:

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

## PFL and Eligibility Requirements

PFL provides about 70 to 90 percent of your past wages and are payable for up to eight weeks in a 12-month period.

You must supply medical certification if providing care for a family member, proof of relationship documentation to support a claim for bonding with a new child, or documentation of the qualifying event and supporting military documentation for a military assist claim.

**Note:** Immigration and citizenship status do not affect eligibility for disability or PFL claims.

## Workforce Services

In addition to the UI and SDI benefit programs, we also offer a range of employment and training services in partnership with state and local organizations. These services are provided statewide through the America's Job Center of California<sup>SM</sup> (AJCC) network at no cost.

We offer a range of services to help you find the right job and training opportunities. This includes assessing your skill levels, providing resources and support, helping with resumes and job applications, conducting workshop sessions for interview skills, and offering general job search and placement assistance.

To find the nearest AJCC, visit [EDD Office Locator](http://edd.ca.gov/Office_Locator/) (edd.ca.gov/Office\_Locator/).

## CalJOBS<sup>SM</sup>

CalJOBS<sup>SM</sup> is California's online resource to help job seekers navigate the EDD's workforce services. The system allows you to easily search for jobs, build resumes, access career resources, and gather information on education and training programs. Visit [CalJOBS](http://CalJOBS) (caljobs.ca.gov) to start your job search.

## More Information

For more help with:

- **Unemployment Insurance**, visit [Unemployment Insurance](http://Unemployment Insurance) (edd.ca.gov/unemployment).
- **State Disability Insurance or Disability Insurance Elected Coverage**, visit [State Disability Insurance](http://State Disability Insurance) (edd.ca.gov/disability).
- **Employment and training services**, visit the [EDD](http://EDD) (edd.ca.gov).