



# California's Paid Family Leave

Moments matter.

Paid Family Leave New/Expecting Mother Overview  
State Disability Insurance Program  
Employment Development Department



# Five Things To Know About Paid Family Leave

1

Provides up to 8 weeks of partially paid leave in a 12-month period.

2

Can be used to bond with a new child or to care for an ill family member.

3

Can be used intermittently over a 12-month period.

4

There is no waiting period. Payment begins the first day of leave.

5

You pay into the State Disability Insurance (SDI) program. It is not a government assistance program.



## Disability Insurance and Expecting Mothers

California has two paid leave programs for new and expecting mothers.

**Disability Insurance (DI)** provides partially paid leave for:

- ▶ Up to **four weeks before birth\*** and
- ▶ Up to **eight weeks post birth\***  
(typically 6 weeks vaginal/8 weeks cesarean).

You receive approximately 60 to 70 percent of your salary while using DI.

\*New/Expecting mothers can receive up to 52 weeks of DI if there are complications before or after birth.

# Paid Family Leave and New/Expecting Mothers

PFL provides up to eight weeks of partially paid leave for mothers and fathers to bond with a new child within the child's first year.

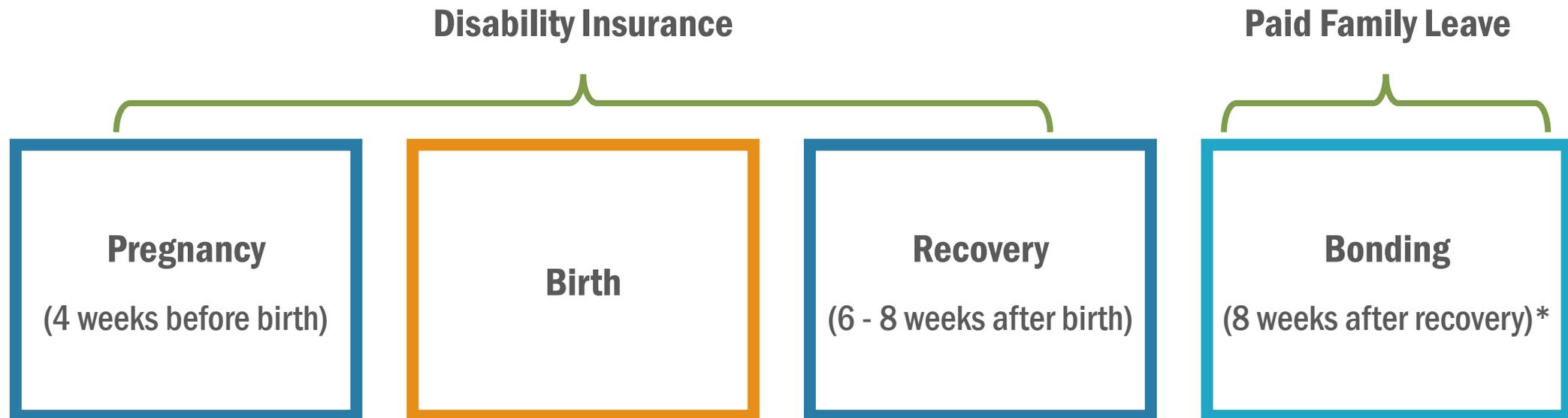
- ▶ Can be used to bond with a biological, foster, or adopted child.
- ▶ New mothers do not need to provide documentation showing proof of relationship if pregnancy-related DI benefits were claimed.

You receive approximately 60 to 70 percent of your salary while using PFL.



# Disability Insurance, Paid Family Leave, and New/Expecting Mothers

New mothers file for DI followed by PFL, for example:



\*You can break up your eight weeks of PFL. You do not have to take it all at once.

# Filing a Paid Family Leave Claim

Each program requires its own claim to be filed\*

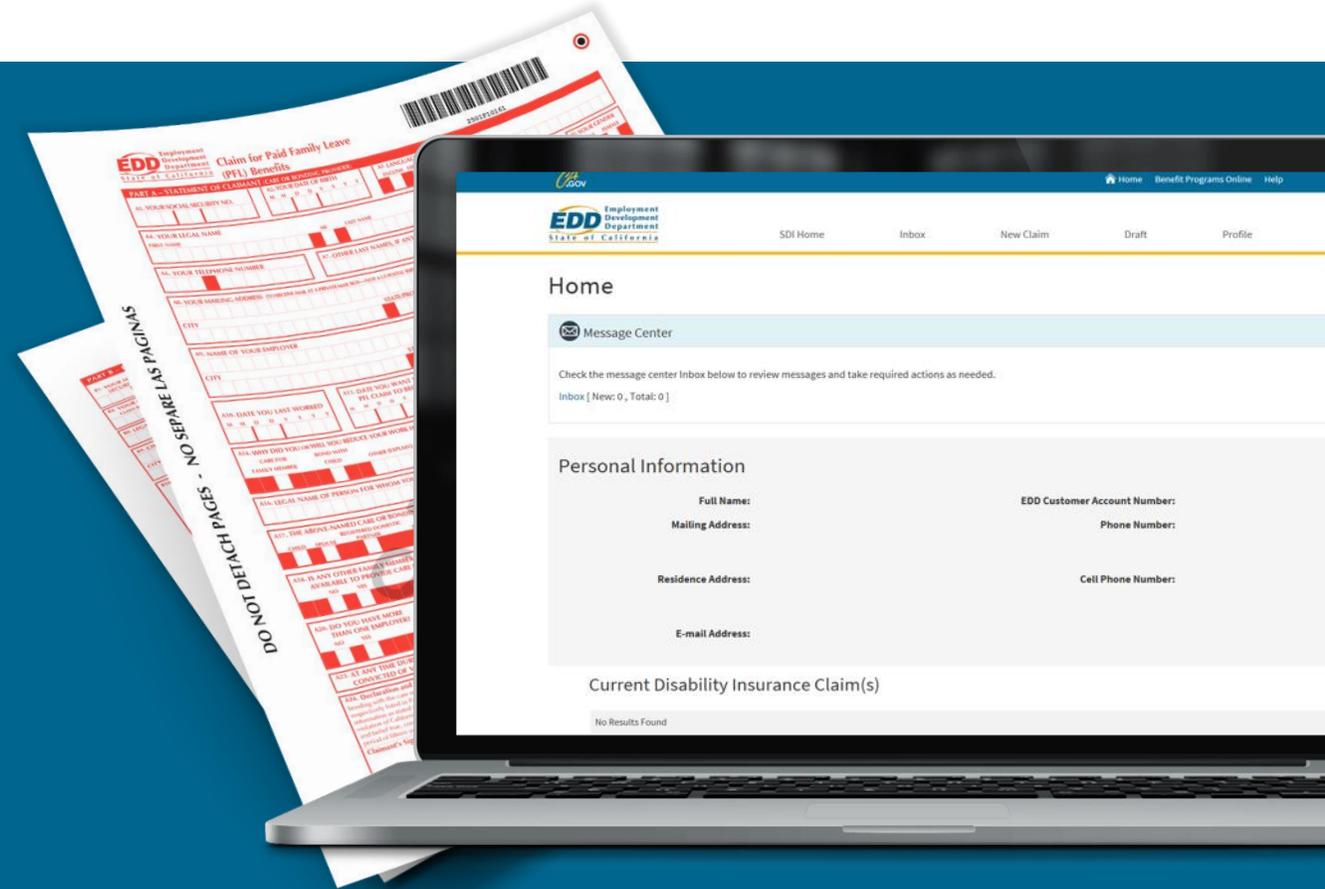
You must complete and submit your claim within 41 days from the date your family leave begins by:



**SDI Online:** Filing electronically through SDI Online is strongly recommended because it expedites the review process.



**Mail**



\*A PFL claim form will be mailed to new moms at the end of their pregnancy-related DI claim.

# SDI Online and New/Expecting Mothers

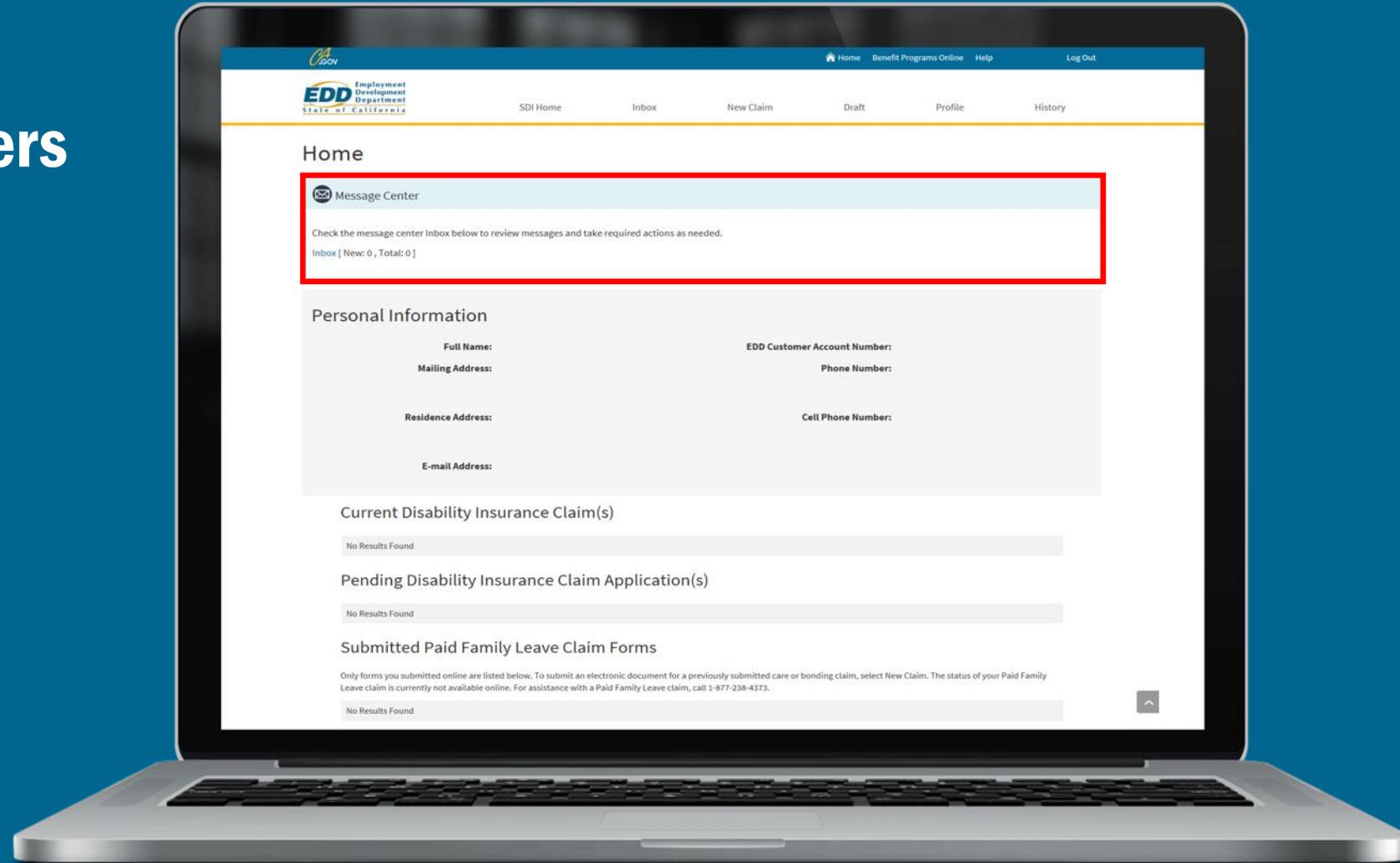


Online

If you filed your DI claim using SDI Online, the Employment Development Department (EDD) will notify you by email when it is time to complete your PFL bonding form.

Select the **Paid Family Leave Bonding** link from your account inbox to file electronically.

Create or access your account by visiting **SDI Online**.





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RETURN TO ----->



EDD—PAID FAMILY LEAVE  
PO BOX 997017  
SACRAMENTO CA 95899-7017

Our records indicate you are a new mother receiving State Disability Insurance (SDI) Benefits for a pregnancy-related disability. After your baby is born and you have recovered from your disability, you may be eligible for Paid Family Leave (PFL) benefits if you remain off work to bond with your baby.  
NOTE: If you wish to claim additional PFL benefits for reasons other than bonding, please call 1-877-238-4373.

**CLAIM FOR PAID FAMILY LEAVE (PFL) BENEFITS – NEW MOTHER**

If you wish to claim PFL benefits, please complete the requested items below and return this form to the PFL office within 41 days from date you want your PFL claim to begin. If you had a multiple birth, provide information for one only.

FOR OFFICE USE ONLY	SDI CLAIM EFFECTIVE DATE	FINAL DATE OF SDI BENEFITS
1. Has your address or telephone number changed since you received this form? (if "Yes," correct below) <input type="checkbox"/> Yes <input type="checkbox"/> No		
2. Have you completely recovered from your pregnancy-related disability as of the "FINAL DATE OF SDI BENEFITS" shown above? <input type="checkbox"/> Yes <input type="checkbox"/> No		
3. Do you want your PFL claim to begin on the day after the "FINAL DATE OF SDI BENEFITS" shown above? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," enter below the date you want your PFL claim to begin (MM   DD   YYYY).		
4. Do you want to claim the full maximum benefit weeks now? <input type="checkbox"/> Yes <input type="checkbox"/> No If you answered "No," enter the date you want to end your PFL bonding claim (MM   DD   YYYY)		
5. Will your employer require you to take paid vacation before beginning family leave? <input type="checkbox"/> Yes <input type="checkbox"/> No		
6. Will your employer continue to pay you wages during your family leave? <input type="checkbox"/> Yes <input type="checkbox"/> No		
7. Do you have more than one employer? <input type="checkbox"/> Yes <input type="checkbox"/> No		
8. Your baby's name: FIRST   MIDDLE INITIAL   LAST		
9. Your baby's date of birth (MM   DD   YYYY)		10. Your baby's gender..... <input type="checkbox"/> Female <input type="checkbox"/> Male
11. Have you claimed – or do you plan to claim – workers' compensation benefits for any portion of the period covered by this PFL claim? <input type="checkbox"/> Yes <input type="checkbox"/> No		
12. Select your preferred payment method <input type="checkbox"/> EDD Debit Card <input type="checkbox"/> Check <input type="checkbox"/> For Office Use Only		

**Declaration and Signature.** By my signature on this claim statement, I (1) claim Paid Family Leave benefits and certify that throughout the period covered by this claim I was/will be bonding with my new infant; (2) authorize my employer(s) to disclose to State Disability Insurance all facts concerning my employment that are within their knowledge; and (3) authorize release and use of information as stated in the "Information Collection and Access" portion of this form. I understand that willfully making a false statement or concealing a material fact in order to obtain payment of benefits is a violation of California law punishable by imprisonment or fine or both. I declare under penalty of perjury that the foregoing statement, including any accompanying statements, is to the best of my knowledge and belief true, correct, and complete. I agree that photocopies of this authorization shall be as valid as the original, and I understand that authorizations contained in this claim statement are granted for a period of fifteen years from the date of my signature or the effective date of the claim, whichever is later.

YOUR SIGNATURE

DATE SIGNED  
M M D D Y Y Y Y



# Paid Family Leave and New Mothers

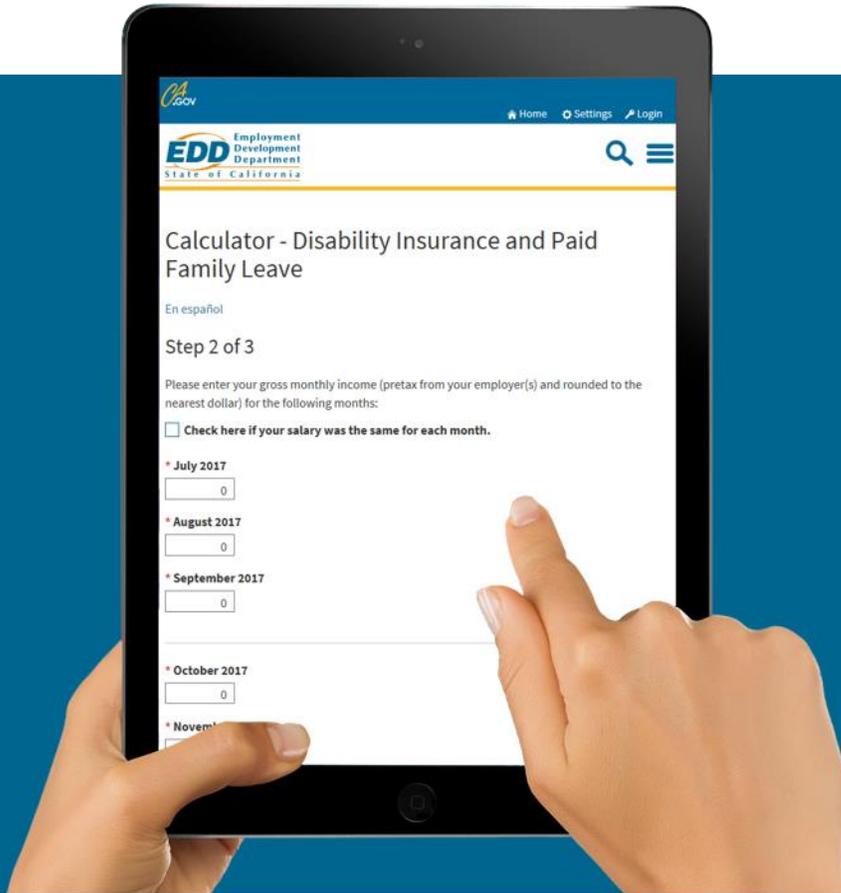


By mail

New mothers transitioning from a pregnancy-related DI claim to a PFL bonding claim will automatically receive the *Claim for Paid Family Leave (PFL) Benefits – New Mother (DE 2501FP)* after the final DI payment.

You will receive the same weekly benefit amount during your PFL bonding claim as the pregnancy-related DI claim.

# Calculating the Benefit Amount



Your weekly benefit amount is determined by your highest quarter of earnings in your “base period” (wages subject to SDI tax earned 5-18 months prior to your claim start date).

The “base period” covers a 12-month period and is broken into 4 consecutive quarters. For example, if your PFL claim begins in April, May, or June, your weekly benefit amount is calculated from your highest quarter of earnings between January 1 and December 31 of the prior year.

Simplify this process by using the **Disability Insurance and Paid Family Leave Weekly Benefits Calculator** to estimate your weekly benefit amount.

# Determining Paid Family Leave Eligibility

Have you paid into California's SDI program (usually noted as CASDI on a paystub) in the past 5-18 months prior to taking leave?

- ▶ **“YES”** – You are most likely eligible for benefits.
- ▶ **“NO”** – Not all employees pay into SDI, thus you are not eligible for these programs.

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Review paystubs before assuming eligibility.

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Eligibility is **not** based on length of service or the number of employees your company has on staff.

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Citizenship and immigration status do not affect eligibility.

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Payment is not guaranteed until the claim has been approved by the EDD.

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**Only 8 weeks of benefits** can be claimed per 12-month period.



# Employment Status and Paid Family Leave



Your eligibility is determined by whether you have paid into California's SDI in the past 5-18 months.



If unemployed, you must have collected Unemployment Insurance and/or be actively looking for work to qualify for PFL.

You may still qualify for PFL if you are seasonal, part-time, or unemployed.



If self-employed, you may be eligible if you are contributing to the Disability Insurance Elective Coverage program.



# Job Protections

Does the SDI program  
provide job protection?

No,  
the SDI program does not  
provide job protection,  
just paid benefits.

However, other state and  
federal laws may apply while  
you are using your leave.

## Job Protections (Cont.)

Laws that may apply while receiving DI or PFL benefit payments:

- ▶ Family and Medical Leave Act (FMLA)
- ▶ California Family Rights Act (CFRA)
- ▶ New Parent Leave Act (NPLA)
- ▶ Fair Employment and Housing Act (FEHA)
- ▶ Pregnancy Disability Leave (PDL)

Speak with your employer to obtain unpaid job-protected leave. Visit the **California Department of Fair Employment and Housing** and the **U.S. Department of Labor** to learn more.



## For more information, visit:

- ▶ [edd.ca.gov/paidfamilyleave](http://edd.ca.gov/paidfamilyleave)
- ▶ [CaliforniaPaidFamilyLeave.com](http://CaliforniaPaidFamilyLeave.com)

## Contact EDD

- ▶ English: 1-877-238-4373
- ▶ Spanish: 1-877-379-3819
- ▶ Cantonese: 1-866-692-5595
- ▶ Vietnamese: 1-866-692-5596
- ▶ Armenian: 1-866-627-1567
- ▶ Punjabi: 1-866-627-1568
- ▶ Tagalog: 1-866-627-1569
- ▶ TTY: 1-800-445-1312

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 (voice). TTY users, please call the California Relay Service at 711.



CALIFORNIA  
PAID FAMILY LEAVE  
**moments matter.**



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# Tell Your Paid Family Leave Story

California PFL allows you to be  
there for the moments that matter.

Share your PFL story on Instagram

@CA\_PFL 

- #MomentsMatter
- #PFL
- #PaidLeave
- #CAPFL
- #CAPaidFamilyLeave