California’s
Paid Family Leave
Moments matter.
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:

- **Pregnancy** (4 weeks before birth)
- **Birth**
- **Recovery** (6 - 8 weeks after birth)
- **Bonding** (8 weeks after recovery)*

*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

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.
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.

Review paystubs before assuming eligibility.

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

Citizenship and immigration status do not affect eligibility.

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

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](https://www.dfeh.ca.gov/) and the [U.S. Department of Labor](https://www.dol.gov/) to learn more.
For more information, visit:
- edd.ca.gov/paidfamilyleave
- 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.
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