Paid Family Leave

New/Expecting Mothers
State Disability Insurance (SDI)
Employment Development Department (EDD)
Five Things To Know About Paid Family Leave

1. Provides up to six 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. Leave can be taken intermittently over a 12-month period.
4. You receive approximately 60 to 70 percent of your weekly salary.
5. You most likely pay into this benefit 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**
- Up to **eight weeks post birth** (typically 6 weeks vaginal/8 weeks cesarean).

Recipients receive approximately 60 to 70 percent of their weekly salary while receiving Disability Insurance.

*New/Expecting mother’s can receive up to 52 weeks of DI if there are complications before or after birth.*
Paid Family Leave and New/Expecting Mothers

**Paid Family Leave (PFL)** provides up to six weeks of partially paid leave for both 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 Disability Insurance benefits were claimed for the pregnancy.

Recipients receive approximately 60 to 70 percent of their salary while on leave.
New mothers take Disability Insurance leave followed by Paid Family Leave, for example:

- **Disability Insurance**: 4 Weeks
- **Birth**: 6 - 8 Weeks
- **Disability Insurance**: 6 - 8 Weeks
- **Paid Family Leave**: 6 Weeks*

*You can break up your six weeks of Paid Family Leave. 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:

- **Mail or**
- **Online:** Filing through SDI online is strongly recommended because it expedites the review process.

*A Paid Family Leave claim form will be mailed to new moms at the end of their pregnancy-related Disability Insurance claim.
New mothers transitioning from a DI-related pregnancy claim to bonding will automatically receive a **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 DI-related pregnancy claim.
SDI Online and New/Expecting Mothers

If you filed your DI claim using SDI Online the EDD will notify you by email when it is time to complete your bonding form. Select the DE 2501FP link in your account Message Center Inbox to file electronically.

Create or access your account by visiting: edd.ca.gov/SDI_Online
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 four 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.

To simplify this process, estimate your weekly benefit amount using the EDD calculator at http://www.edd.ca.gov/Disability/PFL_Calculator.htm.
Determining Paid Family Leave Eligibility

Have you paid into California’s State Disability Insurance (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 State Disability Insurance, 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.

Immigration status does not factor into eligibility.

No paid leave is guaranteed until the claim has been approved by the EDD.

Only one PFL claim can be filed within a 12-month period.
Employment Status and Paid Family Leave

Seasonal employees, part-time workers, and unemployed individuals may still qualify for PFL.

Eligibility is determined by whether a worker has contributed to CASDI in the past 5-18 months.

A self-employed individual may be eligible if they are contributing to the Disability Insurance Elective Coverage program.

Unemployed Californians must have collected Unemployment Insurance and/or be actively looking for work to qualify for PFL.
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

Laws that may apply while receiving Disability Insurance and Paid Family Leave 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)

Workers considering PFL should speak to their employer for more information on unpaid job-protected leave. Visit dfed.ca.gov and dol.gov/whd/fmla to learn more.
For more information, visit:

- www.edd.ca.gov/PaidFamilyLeave

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