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. State Disability Insurance (SDI) is employee funded. It is not government assistance.
Paid Family Leave and Caregivers

California’s Paid Family Leave (PFL) pays eligible employees up to eight weeks of benefits to be there for the moments that matter most.

**PFL Care** provides partially paid leave if:

- Caring for a seriously ill or injured child, parent, parent-in-law, grandparent, grandchild, sibling, spouse, or registered domestic partner.
- Caring for an out-of-state or out-of-country family member.

Recipients receive approximately 60 to 70 percent of their salary while using PFL.
Paid Family Leave and Bonding

**PFL Bonding** 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.

- Use to bond with a biological, foster, or adopted child.
- Requires documentation showing proof of relationship such as the child’s birth certificate, birth record, or foster/adoptive placement agreement.

Recipients receive approximately 60 to 70 percent of their salary while using PFL.
Disability Insurance, Paid Family Leave, and New/Expecting Mothers

New mothers file for Disability Insurance (DI) followed by PFL, for example:

**Disability Insurance**
- Pregnancy
  (4 weeks before birth)
- Birth
- Recovery
  (6 - 8 weeks after birth)

**Paid Family Leave**
- Bonding
  (8 weeks after recovery)*

*Individuals using PFL can break up their eight weeks of benefits. They do not have to take it all at once.
Filing a Paid Family Leave Claim

Individuals must complete and submit their PFL claim within 41 days from the date their 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.*
Paid Family Leave and SDI Online

Individuals can file a PFL claim electronically using SDI Online.

Health care providers and/or their authorized representative(s) can submit their medical certifications electronically through SDI Online.

Create or access your account by visiting SDI Online.
Filing a Paid Family Leave Care or Bonding Claim

By mail

Individuals filing for PFL care or bonding must properly complete and submit the Claim for Paid Family Leave (PFL) Benefits (DE 2501F).

An individual providing care must also have the care recipient’s health care provider complete and sign Part D – Physician/Practitioner’s Certification of the DE 2501F.

You may order the DE 2501F application by visiting Online Forms and Publications, calling 1-877-238-4373, or picking one up at your local SDI office.
Transitioning from Disability Insurance to Paid Family Leave

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.

*PFL bonding claims do not require medical certification.
Calculating the Benefit Amount

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

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

Individuals filing for PFL can simplify this process by using the Disability Insurance and Paid Family Leave Weekly Benefits Calculator to estimate their weekly benefit amount.
Paid Family Leave Care Claims and Physician/Practitioner Responsibilities

As your patient’s health care provider, you determine whether your patient’s physical or mental health condition requires care from a family member.

Your medical certification must include:

- Patient’s diagnosis and corresponding ICD code.
- Your medical license number.
- Estimated date your patient’s care is no longer required.
- Estimated duration your patient will need care provided by a family member.
- Your signature.
Serious Health Condition

- To qualify for a PFL care claim, the claimant must care for a seriously ill family member. For PFL purposes, a serious health condition is an illness, injury, impairment, or physical or mental condition that requires:
  - At-home care or in-patient care in a hospital, hospice, or residential medical care facility.
  - Continuing treatment by a physician or health care practitioner.
Who Can Certify to the Care Recipient’s Serious Illness?

The following licensed physicians/practitioners are authorized to either certify online through SDI Online or sign Part D – Physician/Practitioner’s Certificate of the *Claim for Paid Family Leave (PFL) Benefits* (DE 2501F):

- Licensed medical or osteopathic physician/surgeon
- Medical Officer of a U.S. government facility or registrar of a county hospital in California
- Chiropractor
- Podiatrist
- Optometrist
- Dentist
- Psychologist
- Accredited religious practitioner
- Nurse practitioner or physician assistant after examination and collaboration with a physician and/or surgeon
Determining Paid Family Leave Eligibility

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

▶ “YES” – They are most likely eligible for benefits.

▶ “NO” – Not all workers pay into SDI, thus they are not eligible for these programs.

Claimants should review their paystubs before assuming eligibility.

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

Citizenship and immigration status do not affect eligibility.

Payment is not guaranteed until the claim has been approved by the Employment Development Department (EDD).

Only 8 weeks of benefits can be claimed per 12-month period.
Employment Status and Paid Family Leave

Eligibility is determined by whether the claimant has contributed to California’s SDI in the past 5-18 months.

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

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

Self-employed individuals may be eligible if they 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 your patient is using 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)

Individuals considering DI or PFL must speak to their 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
- CaliforniaPaidFamilyLeave.com

Contact EDD

- English: 1-877-238-4373
- Spanish: 1-877-379-3819

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