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. Patients receive approximately 60 to 70 percent of your weekly salary.

5. There is no waiting period. Payment can begin the first day of leave.
California’s Paid Family Leave (PFL) affords eligible workers up to six weeks of time to be there for the moments that matter most.

**Paid Family Leave 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.
- The care recipient’s physician completes the medical certification verifying the need for care.

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

**Paid Family Leave Bonding** provides up to six 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.
- Documentation showing proof of relationship can be a copy of the child’s birth certificate, birth record, or foster/adoptive placement agreement.
- Does not require medical certification.

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

New mothers take Disability Insurance leave followed by Paid Family Leave, for example:

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

*Recipients can break up the six weeks of Paid Family Leave. They do not have to take it all at once.
Filing a Paid Family Leave Claim

Patients must complete and submit their claim within **41 days** from the date their 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.*
Filing a Paid Family Leave Care or Bonding Claim

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

Caregivers filing a PFL care claim must have the care recipient's physician complete and sign Part D – Physician/Practitioner's Certification of the DE 2501F.

You may order the DE 2501F application online at edd.ca.gov/Forms.
New mothers transitioning from a DI-related pregnancy claim to a bonding claim will automatically receive a Claim for Paid Family Leave (PFL) Benefits – New Mother, DE 2501FP after the final DI payment.
Individuals can file a PFL claim using SDI Online. Physicians or their authorized representative(s) can submit medical certifications electronically through SDI Online.

Create or access your account by visiting:
edd.ca.gov/SDL_Online
Calculating the Benefit Amount

The patient’s 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 four consecutive quarters. For example, if a patient’s 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.

To simplify this process, patients may estimate their weekly benefit amount using the EDD calculator at edd.ca.gov/Disability/PFL_Calculator.htm.
Paid Family Leave Care Claims and Physician/Practitioner Responsibilities

As your patient’s physician/practitioner, 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 caregiving claim, an individual 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 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 your patient 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”** – They are most likely eligible for benefits.
- **“NO”** – Not all workers pay into State Disability Insurance, thus they are not eligible for these programs.

Patients should review their paystubs before assuming eligibility.

Eligibility is not based on length of service or the number of employees the patient’s 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.

Self-employed individuals 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 your patient is using 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)

Patients considering PFL should speak to their employer for more information on unpaid job-protected leave.

Visit [dfeh.ca.gov](dfeh.ca.gov) and [dol.gov/whd/fmla](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