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 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 you are:

- 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.

You receive approximately 60 to 70 percent of your 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.

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 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)*

*You can break up your eight weeks of PFL. You do not have to use it all at once.
Filing a Paid Family Leave Claim

Complete and submit your PFL 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 automatically be sent to new moms electronically or by mail at the end of their pregnancy-related DI claim.*
Paid Family Leave and SDI Online

SDI Online is a fast, convenient, and secure way to submit your PFL claim online. If you file electronically, do not send in the paper form.

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

*By mail*

A properly completed PFL care claim will include:

- **Part A** – Statement of Claimant
- **Page 2** – Care Recipient’s Authorization
- **Part C** – Statement of Care Recipient
- **Part D** – Physician/Practitioner’s Certification

Obtain the *Claim for Paid Family Leave (PFL) Benefits* (DE 2501F) application by ordering through [Online Forms and Publications](#), calling 1-877-238-4373, or picking one up at your local SDI office.
Filing a Paid Family Leave Bonding Claim

By mail

A properly completed PFL bonding claim will include:

- **Part A** – Statement of Claimant
- **Part B** – Bonding Certification
- Supporting documentation verifying the relationship between you and the new child.

Obtain the DE 2501F application by ordering through [Online Forms and Publications](#), calling 1-877-238-4373, or picking one up at your local SDI office.
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 paid to you 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 Employment Development Department (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.
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
- 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