



# Paid Family Leave Toolkit

# Help Educate Yourself and Your Community About Paid Family Leave

Deciding between a job and family is a choice no one should have to make. Yet, according to a 2020 survey conducted by the Employment Development Department (EDD), only 56% of Californians are aware of the benefits that the EDD's Paid Family Leave (PFL) program can provide.

Join us on our mission to help make Californians aware of the PFL program so they can be there for the moments that matter most.

We are here to support and empower you with information, tools, and resources to help you and your community navigate the program.

## Did you know?

We have resources and information about the PFL program in a range of languages – including English, Armenian, Korean, Punjabi, Simplified and Traditional Chinese, Spanish, Tagalog, and Vietnamese. Find these resources on the EDD website's Forms and Publications page ([edd.ca.gov/en/Disability/PFL\\_Forms\\_and\\_Publications](http://edd.ca.gov/en/Disability/PFL_Forms_and_Publications)).

## Contact Us

If you have questions about EDD's PFL program, contact [DIB Outreach \(DIBOutreach@edd.ca.gov\)](mailto:DIBOutreach@edd.ca.gov)



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# Program Overview

The EDD's [Paid Family Leave \(PFL\) program](http://edd.ca.gov/PaidFamilyLeave) (edd.ca.gov/PaidFamilyLeave) allows Californians to take the time they need to support their families during the moments that matter. California is one of the few states that currently offers PFL. California's PFL program is a component of the [California State Disability Insurance \(SDI\) program](http://edd.ca.gov/Disability) (edd.ca.gov/Disability) that is funded through state-mandated payroll deductions.

**PFL is available to eligible Californians who need to take time off work to:**

- Bond with a new child through birth, adoption, or foster care placement.
- Care for a seriously ill child, parent, parent-in-law, grandparent, grandchild, sibling, spouse, or registered domestic partner.
- Participate in a [qualifying event](http://edd.ca.gov/en/disability/paid-family-leave/Military-Family-Members) (edd.ca.gov/en/disability/paid-family-leave/Military-Family-Members) because of a family member's military deployment to a foreign country.

**1 in 5**

**full-time workers care for a family member with a serious illness or disability.**

"Working While Caring:" A National Survey of Caregiver Stress in the U.S. Workforce," Rosalynn Carter Institute for Caregivers (rosalynncarter.org/wp-content/uploads/2021/09/210140-RCI-National-Surveys-Executive-Summary-Update-9.22.21.pdf)

## The PFL Program

The PFL program provides up to 8 weeks of partial-wage replacement benefits that can be taken all at once or split over a 12-month period. If an applicant is using the PFL program to welcome or bond with a new child, their leave can be taken anytime within the first 12 months of a child entering the family. Eligible Californians can choose their payment option with applying for benefits.

### To qualify for the PFL program, applicants must:

- Be covered by State Disability Insurance (or a Voluntary Plan instead of State Disability Insurance), which in most cases will show up as “CASDI” on their paystubs.
- Have earned at least \$300 in the past 5 to 18 months.
- Submit their claim within 41 days after they begin their family leave; they shouldn’t file before their first day of leave.

## Improves Infant and Maternal Health

The introduction of Paid Family Leave in California is associated with increases in the duration of breastfeeding, reductions in hospitalizations for infants due to avoidable infections and illnesses, and improvements in maternal mental health.

[“The economic imperative of enacting paid family leave across the United States,”](https://equitablegrowth.org/the-economic-imperative-of-enacting-paid-family-leave-across-the-united-states/) Washington Center for Equitable Growth ([equitablegrowth.org/the-economic-imperative-of-enacting-paid-family-leave-across-the-united-states/](https://equitablegrowth.org/the-economic-imperative-of-enacting-paid-family-leave-across-the-united-states/))





## PFL Considerations

It's important to note that the PFL program provides a wage supplement. This program is not a leave of absence from work and does not provide job protection. However, PFL recipients may qualify for job protection under other laws, such as the federal Family and Medical Leave Act (FMLA) or the California Family Rights Act (CFRA), that can be taken concurrently with the PFL program. Citizenship and immigration status do not affect PFL eligibility.

Eligible Californians can apply for the PFL program by visiting [SDI Online](https://edd.ca.gov/SDI_Online) (edd.ca.gov/SDI\_Online) or by completing a *Claim for Paid Family Leave (PFL) Benefits* (DE 2501F) form. You can order a DE 2501F form by visiting [EDD Forms and Publications](https://edd.ca.gov/Forms) (edd.ca.gov/Forms).

New moms transitioning from Disability Insurance (DI) to PFL will not need to order a claim form. They will automatically receive a *Claim for Paid Family Leave (PFL) Benefits - New Mother* (DE 2501FP) form right after their final DI payment. Additional information about the PFL program is available in the [Overview of California's Paid Family Leave Program \(DE 2530\) \(PDF\)](https://edd.ca.gov/siteassets/files/pdf_pub_ctr/de2530.pdf) (edd.ca.gov/siteassets/files/pdf\_pub\_ctr/de2530.pdf).

## 2+ weeks



of paternity leave can help fathers build a stronger bond with their child.

"Reducing maternal labor market detachment: A role for paid family leave," Washington Center for Equitable Growth (equitablegrowth.org/working-papers/reducing-maternal-labor-market-detachment-a-role-for-paid-family-leave/)

## Paid Family Leave for Military Family Members

While military family members have access to the PFL program for caregiving and bonding claims, they also have a wide range of other qualifying events, which includes any military event or essential need resulting from the family member's deployment to a foreign country.

Qualifying events may include:

- Arranging for childcare or parental care during the deployment.
- Assisting in making legal or financial arrangements during the deployment.
- Attending counseling.
- Assisting the military member during rest and recuperation leave.
- Attending military-sponsored events or ceremonies.
- Representing the military member at federal, state, or local events.
- Addressing issues due to the military member's death.

A claim must include supporting documentation for the qualifying event.

Of note, rest and recuperation leave can be done anywhere as long as the individual applying can provide the orders for their military family member showing the rest and recuperation leave.



## Planning PFL Leave

We would like to make the planning and preparation for your life-changing moment as seamless as possible. Employers are required by law to provide employees with the [Disability Insurance Provisions Brochure \(DE 2515\) \(PDF\)](http://edd.ca.gov/pdf_pub_ctr/de2515.pdf) (edd.ca.gov/pdf\_pub\_ctr/de2515.pdf) and the [Paid Family Leave Brochure \(DE 2511\) \(PDF\)](http://edd.ca.gov/pdf_pub_ctr/de2511.pdf) (edd.ca.gov/pdf\_pub\_ctr/de2511.pdf) as well as display the [Notice to Employees \(DE 1857A\) \(PDF\)](http://edd.ca.gov/pdf_pub_ctr/de1857a.pdf) (edd.ca.gov/pdf\_pub\_ctr/de1857a.pdf) in a public area in the workplace. Below is an overview of simple steps to navigate the PFL program and plan PFL leave.

Is the claim related to a pregnancy? Continue reading about Disability Insurance (DI). Pregnant applicants can receive DI before their due date and after giving birth to recover and heal.

The disability period for a [pregnancy](http://edd.ca.gov/en/Disability/FAQ_DI_Pregnancy) (edd.ca.gov/en/Disability/FAQ\_DI\_Pregnancy) with no complications is up to 4 weeks before the expected delivery date and up to 6 weeks following a vaginal birth or 8 weeks for Cesarean section. However, a licensed health professional may certify a longer time prior to or after delivery if there are medical complications and if the mother is unable to perform job duties.

New moms with an active pregnancy-related DI claim will automatically be sent a *Claim for Paid Family Leave (PFL) Benefits – New Mother* (DE 2501FP) after their final DI payment is issued to transition to PFL to bond with their baby. Visit [Types of Claims – Pregnancy](http://edd.ca.gov/Disability/Types_of_Claims.htm) (edd.ca.gov/Disability/Types\_of\_Claims.htm) to learn more.



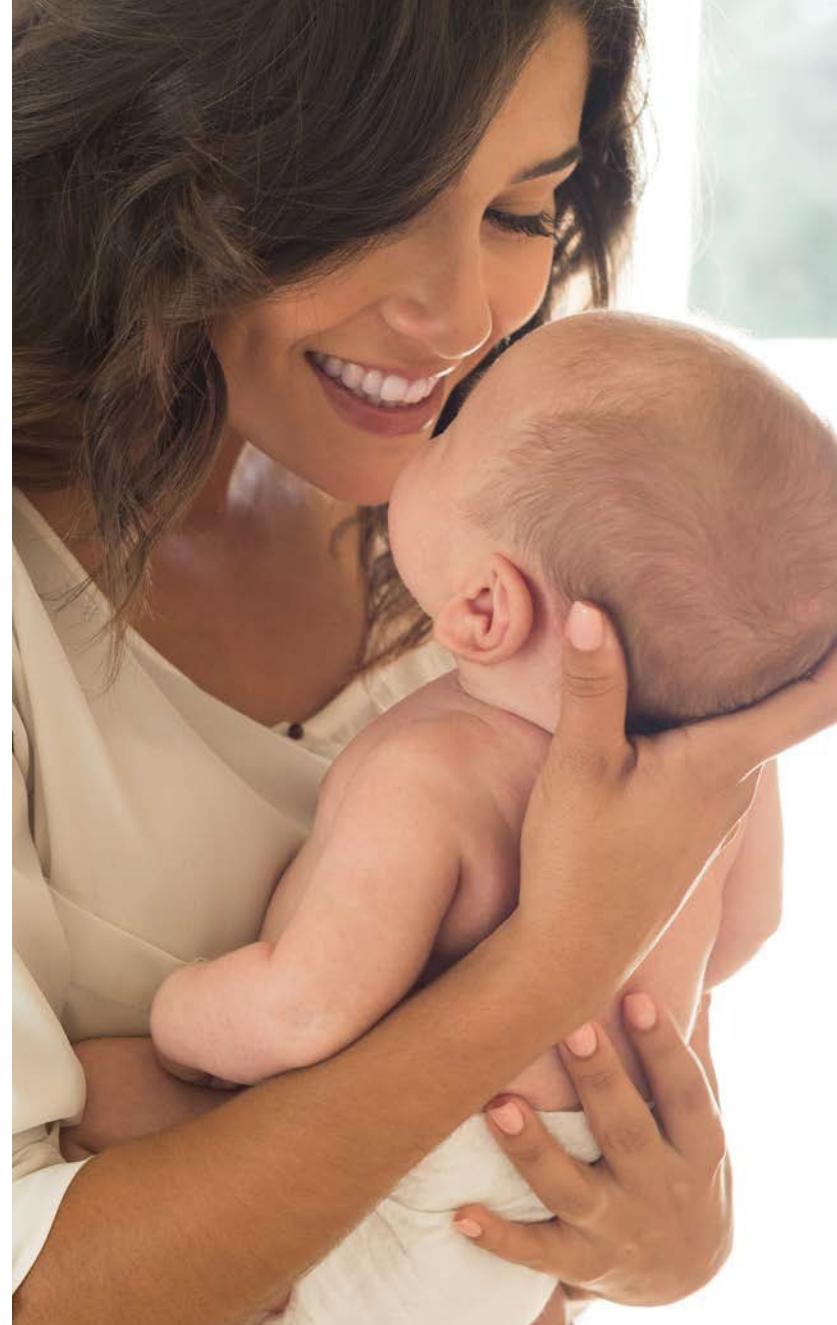
# Disability Insurance Checklist

## Preparing to receive disability benefits for pregnancy

A claimant should:

- ❑ Get an idea of estimated disability benefit payments using the [Disability Insurance and Paid Family Leave Calculator](https://edd.ca.gov/en/disability/PFL_Calculator) ([edd.ca.gov/en/disability/PFL\\_Calculator](https://edd.ca.gov/en/disability/PFL_Calculator)).
- ❑ Employers and employees can align their anticipated schedule by discussing the following questions:
  - Is the individual planning to use Disability Insurance prior to their delivery?
  - What is the claimant's anticipated due date, and when would they like their leave to begin?
  - After the final disability benefit payment is issued, does the individual want to begin taking PFL right away? PFL can be taken all at once or split over a 12-month period.
  - When does the individual anticipate returning to work?
- ❑ The employer and employee should develop a transition plan to support the claimant's team during their leave.

Visit [Disability Insurance - Pregnancy FAQs](https://edd.ca.gov/en/Disability/FAQ_DI_Pregnancy) ([edd.ca.gov/en/Disability/FAQ\\_DI\\_Pregnancy](https://edd.ca.gov/en/Disability/FAQ_DI_Pregnancy)) to learn more.





## Applying for DI Benefits

- Ensure that the individual applying has the necessary documents to apply including:
  - A W-2 or paystub.
  - Information about any wages they plan on receiving at the same time as their benefits. This includes sick leave, paid time off (PTO), vacation pay, annual leave, or other wages earned after they have stopped working.
  - Any workers' compensation claim information.
- Apply for disability benefits by using [SDI Online](http://edd.ca.gov/Disability/SDI_Online.htm) (edd.ca.gov/Disability/SDI\_Online.htm) or by completing and submitting the [Claim for Disability Insurance \(DI\) Benefits \(DE 2501\) \(PDF\)](http://edd.ca.gov/siteassets/files/pdf_pub_ctr/de2501.pdf) (edd.ca.gov/siteassets/files/pdf\_pub\_ctr/de2501.pdf) form by mail. Visit [Disability Insurance](http://edd.ca.gov/en/Disability/Disability_Insurance) (edd.ca.gov/en/Disability/Disability\_Insurance) for more information.
- Choose their payment option when filing their claim.

If they are interested in transitioning to PFL after using all their disability benefits, visit [Paid Family Leave for Mothers](http://edd.ca.gov/en/disability/paid-family-leave/mothers) (edd.ca.gov/en/disability/paid-family-leave/mothers) for more information.

# Paid Family Leave Checklist

## Preparing to Take PFL

A claimant should:

- ❑ Get an idea of estimated PFL benefit payments using the [Disability Insurance and Paid Family Leave Calculator](https://edd.ca.gov/en/disability/PFL_Calculator/) (edd.ca.gov/en/disability/PFL\_Calculator/)
- ❑ Employers and employees can align their anticipated schedule by discussing the following questions:
  - How much time do they plan on taking?
  - Will their time be taken in increments or all at once? PFL can be taken all at once or split over a 12-month period.
  - When do they anticipate starting their leave?
  - When do they anticipate returning to work?
- ❑ Develop a transition plan with their employer to support their team during their leave.

Learn about job protection through [FMLA and CFRA](https://edd.ca.gov/en/disability/faqs-fmla-cfra/) (edd.ca.gov/en/disability/faqs-fmla-cfra/).



## Applying for PFL Benefits

- Ensure they have the right documents.
- Educate themselves on the documents they will need including:
  - A W-2 or paystub.
  - Information about any wages they plan on receiving at the same time as their benefits. This includes sick leave, paid time off (PTO), vacation pay, annual leave, or other wages earned after they have stopped working.
  - Any workers' compensation claim information.
  - Proof of relationship for bonding claims.
  - Any military assist documentation required.
  - Part D of the *Claim for Paid Family Leave (PFL) Benefits* (DE 2501F), completed by a licensed health professional for PFL care claims.
- Apply online using SDI Online or by completing and submitting the *Claim for Paid Family Leave (PFL) Benefits* (DE 2501F) form by mail. Visit [California Paid Family Leave](http://edd.ca.gov/paidfamilyleave) (edd.ca.gov/paidfamilyleave) for more information.
- Choose their payment option when applying for benefits.

## Using PFL Intermittently

If they report intermittent leave or continued work on their claim form, we will send them the *Continued Claim Certification for Paid Family Leave Benefits* (DE 2580GF) to certify the days they worked.

- **Note:** If they do not return the form DE 2580GF to the EDD, their benefits will stop.

## Resources

This next section includes available resources to help you strengthen your understanding of the PFL program.

If there are other topics you need guidance on or have general questions about the SDI program, contact [DIB Outreach](mailto:DIBOutreach@edd.ca.gov) (DIBOutreach@edd.ca.gov). The DIB Outreach team is unable to answer questions about specific claims.



## Infographics

Learn more about the many benefits the program offers Californians.



# Paid Family Leave Program Overview

California was the first state to create a Paid Family Leave (PFL) program so eligible workers can be there for the moments that matter.

## 8 weeks



of partial-wage replacement benefits are provided through EDD's PFL program within a 12-month period.

If eligible, recipients can choose their payment option when applying for benefits.

## 3 life events



are covered under California's PFL program:

1. Bond with a new child.
2. Care for a seriously ill family member.
3. Participate in a [qualifying event](#) because of a family member's military deployment to a foreign country.

## A portion



of your salary could be supplemented during your leave.

If eligible, recipients can choose their payment option when applying for benefits.

## 2 key requirements



to qualify for PFL benefits:

1. Have paid into the State Disability Insurance fund. This shows as CASDI on your paystub.
2. Have earned at least \$300 in the past 5 to 18 months.

To learn more, visit [California Paid Family Leave](https://edd.ca.gov/PaidFamilyLeave) (edd.ca.gov/PaidFamilyLeave).

PFL provides benefit payments but not job protection. Your job may be protected by other laws, such as the [Family and Medical Leave Act](https://dol.gov/agencies/whd/fmla) (dol.gov/agencies/whd/fmla) or the [California Family Rights Act](https://calcivilrights.ca.gov) (calcivilrights.ca.gov).



# Long-Term Impacts of the Paid Family Leave Program

Everyone deserves to be there for the moments that matter with their families. EDD's Paid Family Leave program provides them with the ability to do so.

## Nearly 30%



**of working women leave the labor force when they have a child.**

Paid family leave programs can reduce the impact of childbearing on women's participation in the workforce by 20% or more for up to five years.

[The Value of Paid Family Leave](http://bipartisanpolicy.org/blog/morning-consult-poll-value-of-paid-family-leave/) (<http://bipartisanpolicy.org/blog/morning-consult-poll-value-of-paid-family-leave/>)

## 2 weeks +



**of paternity leave can help fathers build a stronger bond with their child.**

Fathers who took at least two weeks of paternity leave reported feeling closer to their children than fathers who did not take leave.

[Paternity Leave](http://www.bbc.com/worklife/article/20210712-paternity-leave-the-hidden-barriers-keeping-men-at-work) (<http://www.bbc.com/worklife/article/20210712-paternity-leave-the-hidden-barriers-keeping-men-at-work>)

## 1 in 5



**full-time workers care for a family member with a serious illness or disability.**

The biggest challenge for full-time workers who are caring for a family member with a serious illness or disability is the emotional stress of handling both their job and caregiving responsibilities.

Paid Family Leave helps alleviate their stress.

[Working While Caring](http://www.rosalynncarter.org/wp-content/uploads/2021/09/210140-RCI-National-Surveys-Executive-Summary-Update-9.22.21.pdf) (<http://www.rosalynncarter.org/wp-content/uploads/2021/09/210140-RCI-National-Surveys-Executive-Summary-Update-9.22.21.pdf>)

To learn more, visit [California Paid Family Leave](https://edd.ca.gov/PaidFamilyLeave) ([edd.ca.gov/PaidFamilyLeave](https://edd.ca.gov/PaidFamilyLeave)).

PFL provides benefit payments but not job protection. Your job may be protected by other laws, such as the [Family and Medical Leave Act](https://dol.gov/agencies/whd/fmla) ([dol.gov/agencies/whd/fmla](https://dol.gov/agencies/whd/fmla)) or the [California Family Rights Act](https://calcivilrights.ca.gov) ([calcivilrights.ca.gov](https://calcivilrights.ca.gov)).





# Paid Family Leave Provides Support to Working Women

Paid Family Leave provides working women with flexibility to tackle the competing priorities of parenting, caregiving, and work.

**Reduce the  
impact of  
childbearing  
on women's  
labor force  
participation  
by 20%**

State based administration of a Paid Family Leave program can significantly reduce the impact of childbearing on women's labor force participation by 20% or more for up to five years.

[Reducing Maternal Labor Detachment](http://equitablegrowth.org/working-papers/reducing-maternal-labor-market-detachment-a-role-for-paid-family-leave/) (<http://equitablegrowth.org/working-papers/reducing-maternal-labor-market-detachment-a-role-for-paid-family-leave/>)

**Women  
spend 37%**

more time providing care  
compared to men.

[Why millions of Americans feel they must choose between caring for loved ones and work](http://www.pbs.org/newshour/economy/the-pandemic-was-a-breaking-point-for-caretakers-will-it-be-a-turning-point)  
(<http://www.pbs.org/newshour/economy/the-pandemic-was-a-breaking-point-for-caretakers-will-it-be-a-turning-point>)

To learn more, visit [California Paid Family Leave](https://edd.ca.gov/PaidFamilyLeave)  
([edd.ca.gov/PaidFamilyLeave](https://edd.ca.gov/PaidFamilyLeave)).

PFL provides benefit payments but not job protection. Your job may be protected by other laws, such as the [Family and Medical Leave Act](https://dol.gov/agencies/whd/fmla) ([dol.gov/agencies/whd/fmla](https://dol.gov/agencies/whd/fmla)) or the [California Family Rights Act](https://calcivilrights.ca.gov) ([calcivilrights.ca.gov](https://calcivilrights.ca.gov)).

# Paid Family Leave Supports California Caregivers

Paid Family Leave allows employees to take the time to focus on their role as a caregiver.

## 1 in 5

full-time workers care for a family member with a serious illness or disability.

## Nearly 20%



of working caregivers said they had to quit a job to care for a relative.

40% have had to scale back to part-time work.

## About 75%



of working caregivers said they have had to leave work early to care for a loved one.

70% have taken time off and 60% have had to take two or more days off to care for a loved one.

## More than 50%

of working caregivers said they have lost income due to missing work to care for a family member with a serious illness or disability.

Nearly half also said they passed up opportunities for promotions because they didn't think they'd be able to give their loved one the care and attention they need.

[Working While Caring](http://www.rosalynncarter.org/wp-content/uploads/2021/09/210140-RCI-National-Surveys-Executive-Summary-Update-9.22.21.pdf) (<http://www.rosalynncarter.org/wp-content/uploads/2021/09/210140-RCI-National-Surveys-Executive-Summary-Update-9.22.21.pdf>)

To learn more, visit [California Paid Family Leave](https://edd.ca.gov/PaidFamilyLeave) ([edd.ca.gov/PaidFamilyLeave](https://edd.ca.gov/PaidFamilyLeave)).

The PFL program is not a leave of absence from work and does not provide job protection.

# Paid Family Leave Allows Fathers to Bond With Their Children

Paid Family Leave gives fathers the opportunity to spend time with their children.

## 100%

of men who took paternity leave were glad they did and said they would do it again.

According to a survey conducted by McKinsey, fathers who took paternity leave said it allowed them to develop a special bond with their child that would last for years to come.

[Paternity leave benefits extend beyond personal | McKinsey](https://www.mckinsey.com/business-functions/people-and-organizational-performance/our-insights/a-fresh-look-at-paternity-leave-why-the-benefits-extend-beyond-the-personal)  
(<https://www.mckinsey.com/business-functions/people-and-organizational-performance/our-insights/a-fresh-look-at-paternity-leave-why-the-benefits-extend-beyond-the-personal>)

## 20%

of respondents in the same survey said they felt the risk of having a career setback was the downside of taking paid family leave, but most said that the benefits outweigh the risk.

Working fathers appreciated the chance to take time off as well as the support from their peers in making it happen.

[Paternity leave benefits extend beyond personal | McKinsey](https://www.mckinsey.com/business-functions/people-and-organizational-performance/our-insights/a-fresh-look-at-paternity-leave-why-the-benefits-extend-beyond-the-personal)  
(<https://www.mckinsey.com/business-functions/people-and-organizational-performance/our-insights/a-fresh-look-at-paternity-leave-why-the-benefits-extend-beyond-the-personal>)

## 25%

of fathers who take paternity leave are less likely to see their marriage or relationships end within a few years.

90% of the men that participated in McKinsey's survey said they noticed an improvement in their relationship with their partner.

[Parental leave often helps relationships survive | Ball State University \(bsu.edu\)](https://www.bsu.edu/news/press-center/archives/2020/1/parental-leave-often-helps-relationships-survive)  
(<https://www.bsu.edu/news/press-center/archives/2020/1/parental-leave-often-helps-relationships-survive>)  
[Paternity leave benefits extend beyond personal | McKinsey](https://www.mckinsey.com/business-functions/people-and-organizational-performance/our-insights/a-fresh-look-at-paternity-leave-why-the-benefits-extend-beyond-the-personal)  
(<https://www.mckinsey.com/business-functions/people-and-organizational-performance/our-insights/a-fresh-look-at-paternity-leave-why-the-benefits-extend-beyond-the-personal>)


To learn more, visit [California Paid Family Leave](https://edd.ca.gov/PaidFamilyLeave)  
([edd.ca.gov/PaidFamilyLeave](https://edd.ca.gov/PaidFamilyLeave)).

The PFL program is not a leave of absence from work and does not provide job protection.

## Sample Messages

Increase awareness of the program among your friends, family, community, and network by sharing information on your social media platforms.

The chart below includes sample messages and content for you to reference and use, and recommended visual assets to support your communications. Feel free to adapt this content to best match your voice and tone.

Platform	Sample Message Copy		Recommended Visual Asset
<p><b>Digital Asset</b></p> <p>(Use on your website, social media, and more.)</p>	<p>Option 1:</p> <p>We support the EDD's Paid Family Leave program.</p> <p>EDD logo</p>	<p>Option 2:</p> <p>Our community deserves to be with their loved ones for the moments that matter. We support the EDD's Paid Family Leave program.</p> <p>EDD logo</p>	

## Platform

## Sample Message Copy

### Newsletter

California was the first US state to implement a Paid Family Leave (PFL) program. For nearly 20 years, the Employment Development Department (EDD) has provided eligible California workers partial-wage-replacement benefits to take time off from work and support their families during the moments that matter.

Benefits can be used to bond with a new child, to care for a seriously ill or injured family member, or in a qualifying military event resulting from a family member's military deployment to a foreign country.

Although the EDD's PFL program has been available for almost two decades, only 56% of Californians are aware of it.

*[Optional: Insert quote from a company leader or manager about the importance of PFL for Californians who deserve to be with their families for the moments that matter.]*

More facts about the EDD's PFL program include:


- Provides up to eight weeks of partial-wage-replacement benefits.
- It does not have to be taken all at once.
- It is funded through State Disability Insurance (SDI) tax withholdings. You are most likely eligible if you've paid into SDI in the past 5-18 months. This is noted as "CASDI" on your paystub.
- Citizenship and immigration status do not affect eligibility.


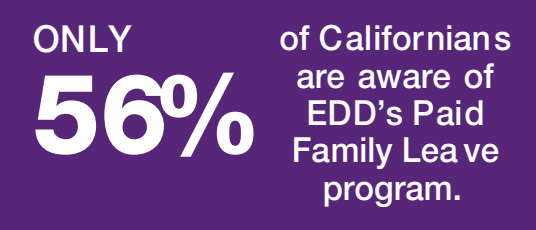

If you are interested in learning more, visit [California Paid Family Leave](#).



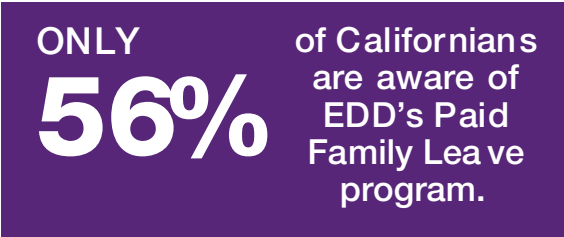

For additional resources you can download, visit our PFL Digital Library for partner products.

To expand the reach of your social media posts, consider using the following hashtags:





- #PaidFamilyLeave
- #CAPaidFamilyLeave
- #CAPFL
- #PaidLeave
- #MomentsMatter
- #WorkingInCA
- #MilitaryFamily
- #MilFam

Platform	Sample Message Copy	Recommended Visual Asset
<p><b>Facebook</b></p>	<p>#CAPaidFamilyLeave provides families with the ability to take the necessary time off work to nurture and bond with a new child, to care for a seriously ill or injured family member, or to manage additional responsibilities when a family member is deployed by the military to a foreign country. Learn about the program requirements at <a href="http://edd.ca.gov/PaidFamilyLeave">edd.ca.gov/PaidFamilyLeave</a>.</p>	 <p>[Photograph of family members expressing support and/or affection]</p>

Platform	Sample Message Copy	Recommended Visual Asset
<p><b>Instagram</b></p>	<p>#CAPaidFamilyLeave allows families to take the necessary time off work to nurture and bond with a new child, to care for a seriously ill or injured family member, or to manage additional responsibilities when a family member is deployed by the military to a foreign country. Follow @ca_edd to learn more about the program and how to apply.</p>	 <p>[Photograph of family members expressing support and/or affection]</p> <p>[Photograph of family members expressing support and/or affection]</p>
	<p>#DYK only 56% of Californians know about #CAPaidFamilyLeave? Learn more at <a href="http://edd.ca.gov/PaidFamilyLeave">edd.ca.gov/PaidFamilyLeave</a> and follow @ca_edd for the latest program information.</p>	 <p>ONLY <b>56%</b> of Californians are aware of EDD's Paid Family Leave program.</p>
	<p>#DYK only 26% of Californians that potentially qualified for #CAPaidFamilyLeave in 2020 applied for it? Learn more at <a href="http://edd.ca.gov/PaidFamilyLeave">edd.ca.gov/PaidFamilyLeave</a> and follow @ca_edd for the latest program information.</p>	 <p>ONLY <b>26%</b> of Californians who potentially qualified for the program applied for it.</p>

Platform	Sample Message Copy	Recommended Visual Asset
Twitter	<p>Everyone deserves to be there for their families for the moments that matter most. #CAPaidFamilyLeave program provides eligible Californians with the means to do so. Learn more about the #CAPaidFamilyLeave program at <a href="http://edd.ca.gov/PaidFamilyLeave">edd.ca.gov/PaidFamilyLeave</a>.</p>	 <p>[Photograph of family members expressing support and/or affection]</p>
	<p>#CAPaidFamilyLeave provides many benefits for Californians to take time to support their loved ones. Learn more about the program and how to apply at <a href="http://edd.ca.gov/PaidFamilyLeave">edd.ca.gov/PaidFamilyLeave</a>.</p>	 <p>[Photograph of family members expressing support and/or affection]</p>
	<p>#DYK only 56% of Californians know about #CAPaidFamilyLeave? Learn more at <a href="http://edd.ca.gov/PaidFamilyLeave">edd.ca.gov/PaidFamilyLeave</a> and follow @ca_edd for the latest program information.</p>	
	<p>#DYK only 26% of Californians that potentially qualified for #CAPaidFamilyLeave in 2020 applied for it? Learn more at <a href="http://edd.ca.gov/PaidFamilyLeave">edd.ca.gov/PaidFamilyLeave</a> and follow @ca_edd for the latest program information.</p>	



Platform	Sample Message Copy	Recommended Visual Asset
<p><b>LinkedIn</b></p>	<p>#CAPaidFamilyLeave allows California workers to take the necessary time off work to nurture and bond with a new child, to care for a seriously ill or injured family member, or to manage additional responsibilities when a family member is deployed to a foreign country by the military. Learn more about the program and how to apply by visiting <a href="http://edd.ca.gov/PaidFamilyLeave">edd.ca.gov/PaidFamilyLeave</a>.</p>	 <p>[Photograph of family members expressing support and/or affection]</p>  <p>[Photograph of family members expressing support and/or affection]</p>
	<p>The #CAPaidFamilyLeave program provides eligible Californians partial-wage replacement benefits to support their families during the moments that matter. Visit <a href="http://edd.ca.gov/PaidFamilyLeave">edd.ca.gov/PaidFamilyLeave</a> to learn more about the PFL program.</p>	 <p>[Photograph of family members expressing support and/or affection]</p>  <p>[Photograph of family members expressing support and/or affection]</p>



## Program Assets and Materials

We've provided important PFL program assets and materials that you can use if you or someone you know is interested in applying for PFL benefits. The links below reflect the most up-to-date information available.

- [Disability Insurance Provisions \(DE 2515\) \(PDF\)](http://edd.ca.gov/siteassets/files/pdf_pub_ctr/de2515.pdf) (edd.ca.gov/siteassets/files/pdf\_pub\_ctr/de2515.pdf)
- [Paid Family Leave Brochure \(DE 2511\) \(PDF\)](http://edd.ca.gov/siteassets/files/pdf_pub_ctr/de2511.pdf) (edd.ca.gov/siteassets/files/pdf\_pub\_ctr/de2511.pdf)
- [Disability Insurance Elective Coverage Program Fact Sheet \(DE 8714CC\) \(PDF\)](http://edd.ca.gov/siteassets/files/pdf_pub_ctr/de8714cc.pdf) (edd.ca.gov/siteassets/files/pdf\_pub\_ctr/de8714cc.pdf)
- [Transitioning from Disability Insurance to Paid Family Leave \(DE 8521\) \(PDF\)](http://edd.ca.gov/siteassets/files/pdf_pub_ctr/de8521.pdf) (edd.ca.gov/siteassets/files/pdf\_pub\_ctr/de8521.pdf)
- [Notice to Employees \(DE 1857A\) \(PDF\)](http://edd.ca.gov/siteassets/files/pdf_pub_ctr/de1857a.pdf) (edd.ca.gov/siteassets/files/pdf\_pub\_ctr/de1857a.pdf)
- [State Disability Insurance-Claimant Webinar \(DE 8525\)](http://edd.ca.gov/siteassets/files/pdf_pub_ctr/de8525.pdf) (edd.ca.gov/siteassets/files/pdf\_pub\_ctr/de8525.pdf)

## Success Stories

Many Californians who are eligible for the PFL program don't know they qualify, or know little information about it. According to a 2020 survey we conducted, only 26% of Californians that potentially qualified for the PFL program applied for it.

The following pages include a few real-life examples of how the PFL program has helped Californians be present for their families.

## Penelope's Story

Los Angeles County resident Penelope Daniels applied for EDD's Paid Family Leave (PFL) program so she could serve as the primary caregiver for her father after he was injured in a series of falls. While receiving benefits through the PFL program, Penelope was able to care for and spend time with her father before he passed.

**Q: How did Paid Family Leave help you and your family?**

A: The benefits from the PFL program allowed me to care for my father and create a peaceful environment for him to recover after he took a hard fall. Spending this time with my father was very important to me because I was able to make amends and it brought us closer together before he passed.

**Q: What's the value of taking Paid Family Leave?**

A: The PFL program gave me the necessary monetary support to be the caregiver my father needed. In fact, it is because of this important time in my life that I want to explore becoming an at-home-care provider, helping people with personalized care and counseling.

**Q: What's one thing you want people to know about taking Paid Family Leave?**

A: I would just let them know that this time is precious and healing – not only for the person you are taking care of but for yourself as well. It can make all the difference in your relationship with a loved one who needs your help to recover from a serious illness or injury.

## Stephany's Story

Stephany has received Paid Family Leave (PFL) benefits three times following the birth of her children. She is grateful that the program enabled her to take the time she needed to adjust to having a new child and bond with each of her children without having to worry about losing all of her income during that time. Whether having a baby, adopting, or fostering, Stephany believes that this time is important for new parents.

**Q: How did Paid Family Leave help you and your family?**

A: For my husband, PFL allowed him to learn how to take care of an infant – how to hold them, burp them, change diapers. For me, PFL was especially helpful from a financial standpoint, because it gave me paid [leave] time with my babies that I would not have otherwise had.

**Q: What's the value of taking Paid Family Leave?**

A: The biggest value of the PFL program is the time it gives you to bond with your baby – that means my husband and I could shift our world to accommodate this new child, my children could adjust to having a new sibling, and I could temporarily remove my work commitments.

**Q: What's one thing you want people to know about taking Paid Family Leave?**

A: You are paying into this benefit – so use it! If you are unsure, maybe start by planning a short leave, and then evaluate whether you want to extend it to the maximum time allowed. Also, utilize the online resources and ask questions through the online messaging tool on the PFL website.

## Helpful Links

Here are some of the quick links to resources to help strengthen your communications to employees about the program.

- [PFL Program Eligibility Requirements](http://edd.ca.gov/Disability/Am_I_Eligible_for_PFL_Benefits.htm)  
(edd.ca.gov/Disability/Am\_I\_Eligible\_for\_PFL\_Benefits.htm)
- [Frequently Asked Questions](http://edd.ca.gov/Disability/Faqs.htm#pfl) (edd.ca.gov/Disability/Faqs.htm#pfl)
- [PFL Forms and Publications](http://edd.ca.gov/disability/pfl_forms_and_publications.htm)  
(edd.ca.gov/disability/pfl\_forms\_and\_publications.htm)
- [Disability Insurance Forms and Publications](http://edd.ca.gov/Disability/DI_Forms_and_Publications.htm)  
(edd.ca.gov/Disability/DI\_Forms\_and\_Publications.htm)
- [Online Forms and Publications](http://edd.ca.gov/Forms) (edd.ca.gov/Forms)
- [State Disability Insurance Tutorials and Videos](http://edd.ca.gov/disability/SDI_Online_Tutorials.htm)  
(edd.ca.gov/disability/SDI\_Online\_Tutorials.htm)
- [Ask EDD](http://askedd.edd.ca.gov/AskEDD/s/categorydetails?category=Paid_Family_Leave)  
(askedd.edd.ca.gov/AskEDD/s/categorydetails?category=Paid\_Family\_Leave)
- [Information on employer and claimant webinars](http://edd.ca.gov/en/Disability/Events_Calendar)  
(edd.ca.gov/en/Disability/Events\_Calendar)

