

20 YEARS



Celebrating 20 Years of Paid Family Leave



Your EDD. We'll help you get there.



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A Message from the Director

20 Years of Being There for the Moments that Matter Most

As the longest-standing Paid Family Leave (PFL) program in the nation, California led the way 20 years ago to support the millions of families across the state who have received Paid Family Leave benefits.

Providing new parents with financial support so they can take time off to care for a newborn or recently adopted child contributes to healthy childhood development, improves maternal health, and enhances families' economic security. PFL also supports Californians when they are needed to care for their loved ones during illness or injury. When you reduce financial insecurity and stress during those pivotal times, families can focus on what is truly important.

The PFL program also [keeps our workforce strong](#). Data shows the program benefits businesses by improving retention and productivity and boosts labor force participation. Flexibility, of course, is important to worker retention and businesses increasingly offer more flexible benefits to attract new employees and retain current staff. We have found that the program especially [supports increased labor force participation among new mothers](#), increasing over 8.5% since 2004.

It also makes good business sense. [Businesses have higher earnings per worker when PFL is used](#). Small businesses experience a decrease in per worker wage costs when workers use PFL. Since 2004, research has found that [PFL has increased employment among workers aged 45-64 who have a disabled spouse](#). Estimates suggest that the program increased employment for this group by about 1.4% among women and 0.8% among men.

A Message From the Director (continued)

Now, 20 years later, programs like ours are essential. We invite you to explore the growth of the PFL program that continues to support families by providing benefits when they need it most.

When Californians turn to us here at EDD, we have a program that can help. From time to bond with their newborn, help while finding a job after being laid off, the resources to focus on their recovery after being injured, or guidance and support that help them manage a successful business in California. We are your EDD!

We'll help you get there.

Nancy Farias
EDD Director



Did you know?

Before using PFL, expecting mothers may be eligible for disability benefits up to four weeks before their expected delivery date, and up to six weeks after their natural delivery.

By cesarean section, mothers can receive benefits up to four weeks before their expected delivery date, and up to eight weeks after delivery.

My PFL Moment

“PFL allowed me the time I needed to welcome my new son into our family. That includes time to help my first born daughter adjust to her new baby brother, as well as allowed me to support my wife while she recovers from giving birth.”

–Chris Compoginis

About the Program

On September 25, 2002, California enacted Senate Bill (SB) 1661 making California the first state in the nation to provide Family Temporary Disability Insurance, now known as Paid Family Leave (PFL) and administered by the EDD. The first Paid Family Leave benefits were issued to eligible workers on July 1, 2004.

California was the first state to create a 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 receive their benefit payments by their choice of direct deposit, debit card, or check.

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.

Up to 70%



of your salary could be supplemented during your leave.

Your weekly benefit amount is approximately 60-70%, depending on income, of wages earned 5-18 months before your claim start date.

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](#).

PFL provides benefit payments but not job protection. Your job may be protected by other laws, such as the [Family and Medical Leave Act](#) or the [California Family Rights Act](#).

My PFL Moment



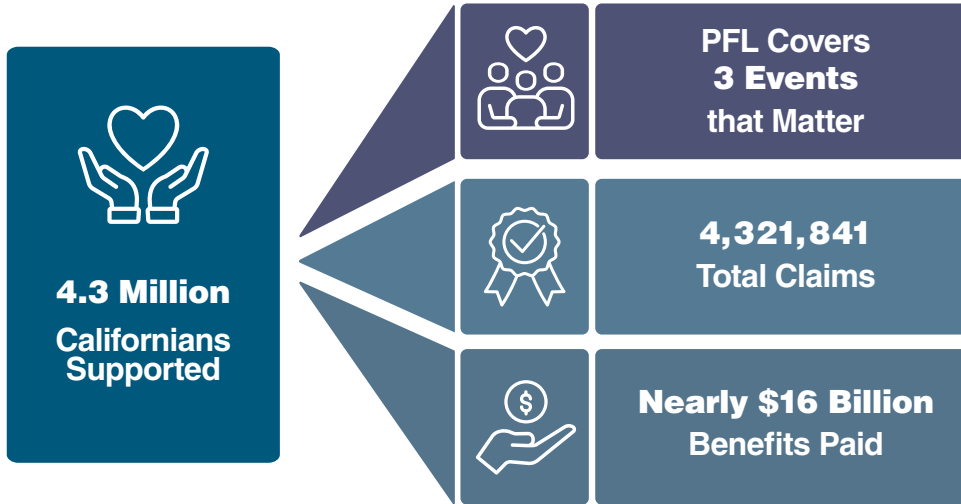
"In February 2020 my mom, Rosie was diagnosed with terminal cancer. I was able to spend precious time with her and was able and was honored to have the opportunity to care for her in her final days. I am eternally grateful to the DI staff and the blessing of such a wonderful program."

–N. Palomino

PFL Has Grown Alongside California Families

My PFL Moment

We are so proud that the program has continued to grow and serve more Californians when they need it.



20 Years of Supporting Californians



“My husband was able to take Paid Family Leave in 2021 with our second child Ellie and used vacation time to take a month off by himself with our son in 2018. One thing I noticed is that my husband is very confident when taking care of the kids on his own. There’s a big learning curve for any new parent, but since he was able to bond so much with our kids, and a good chunk of it on his own, he was able to figure out what works best for him and our children and found his own groove.”

—R. Drexler Tweedle

Program Impact

12X

increase in male bonding claims since the start of the program in 2004.

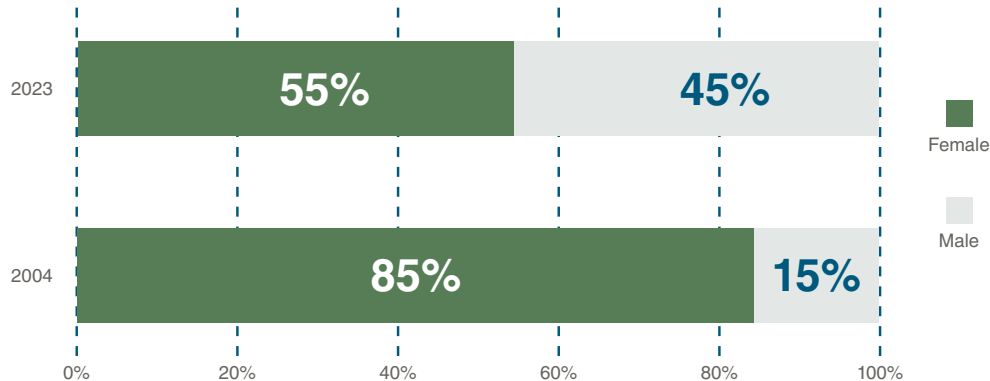
257%

more Californians received PFL benefits to care for their loved ones since 2014.

174%

more mothers have used disability benefits for their pregnancy and transitioned to PFL to bond with their child since 2004.

Percentage of male and female PFL bonding claims from the start of the program in 2004 to 2023.

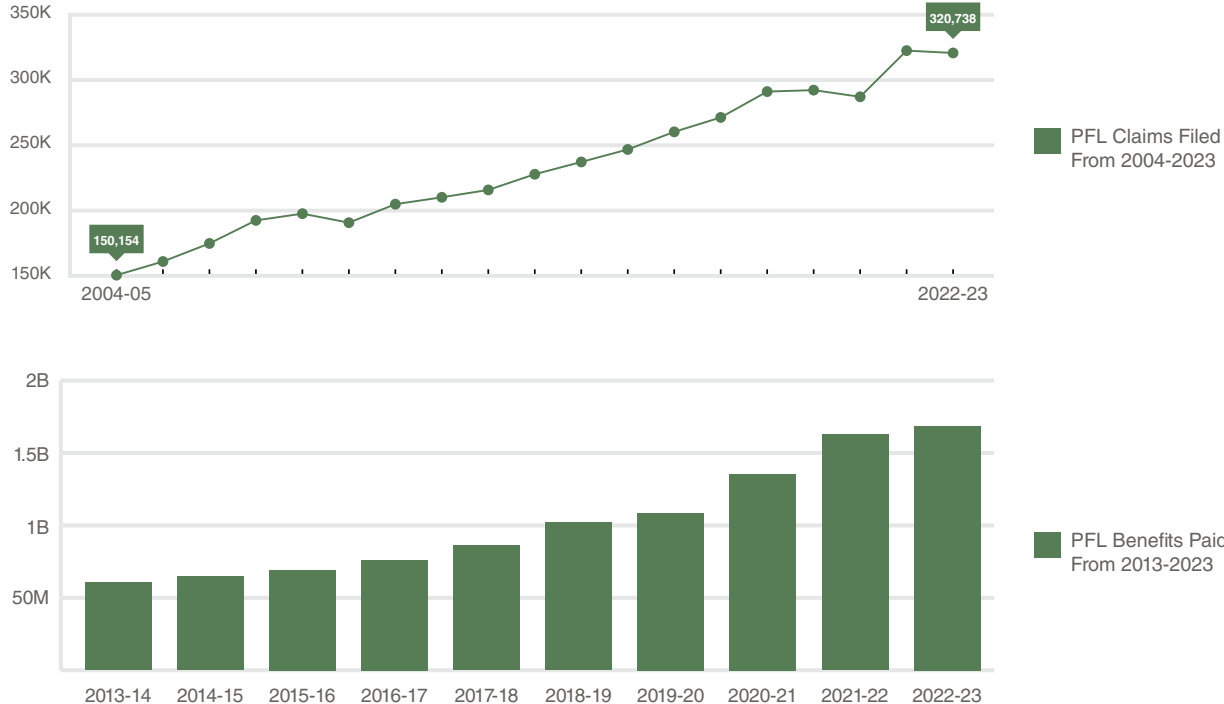


My PFL Moment

“It means allowing my wife and me the ability to spend the last few weeks of her dad’s life with him by the bedside. It allowed for the family to build a stronger bond along with a greater appreciation of my job - knowing our needs will be met during this critical life event. Paid family leave goes beyond mere financial compensation, it’s about recognizing the interconnectedness of personal lives and professional success, about valuing family as a cornerstone of a healthy society, and about creating a work environment that fosters both individual well-being and organizational prosperity. It was a short period of love and sacrifice, of resilience and heartbreak, a testament to others who navigate the tightrope of Paid Family Leave, one tear-streaked step at a time.”

–J. Ledoux

More Californians are Using PFL

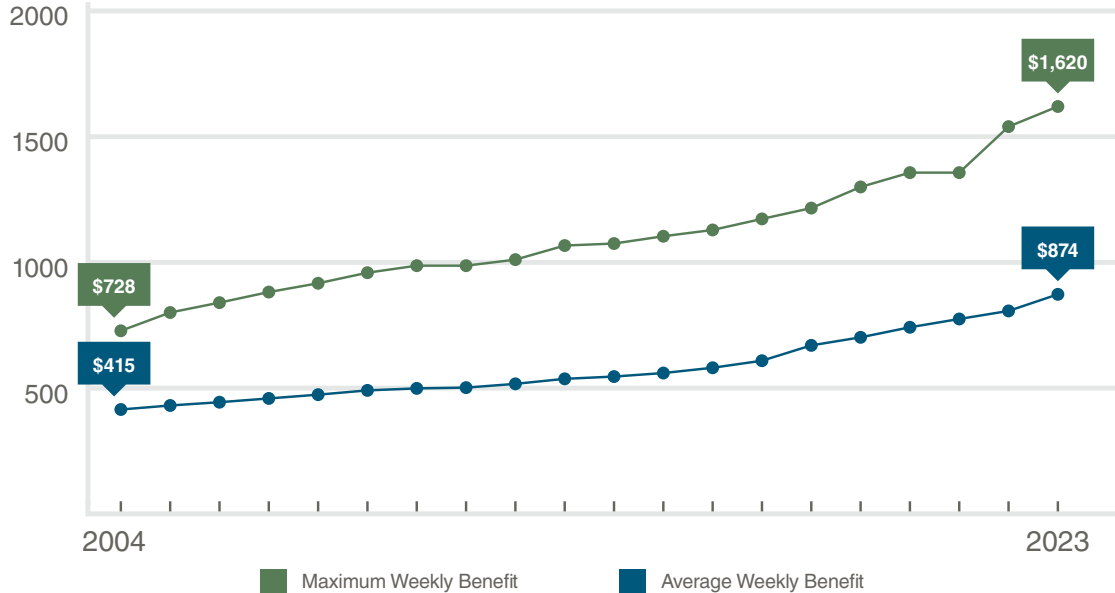


My PFL Moment

“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.”

–Penelope Daniels

Benefit Payments have Increased



*Calendar year is used for comparison to the maximum weekly benefit amount.

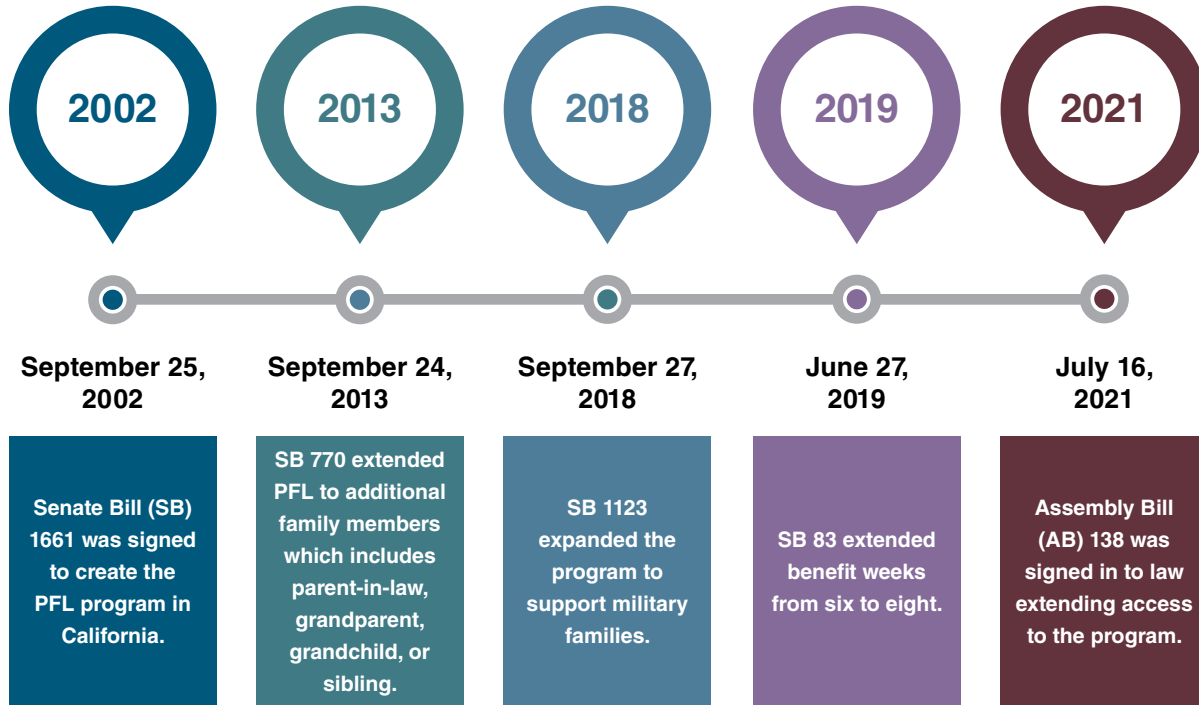
My PFL Moment



“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.”

–Stephany Valdez

PFL Through the Years



My PFL Moment



“My PFL experience has been a continual blessing. PFL allowed me to care for my son without the fear of losing my place at work. We are grateful to have resources like PFL to help our family. We have increased Faith and so much love that we see every and any assistance as a big blessing.”

—M. Cervin



Monthly Webinar

Join us!

Second Wednesday of every month
10 a.m. to 11 a.m. Pacific Time.

No cost live webinar on disability and Paid Family Leave!

To register, contact [DIBOutreach](#).

Did You Know?

Citizenship and immigration status do not affect eligibility for PFL benefits.

My PFL Moment



My PFL Moment

“Every year of a kid’s life is important, but especially the first year. Being there for them at that stage of life is something that you can’t get back. Paid Family Leave took that stress away. As a dad, you get to be there for them. That’s priceless.”

–Ryan Howard

PFL Partners

We are stronger together, and we are stronger at the EDD with the involvement of our wonderful partners. We want to thank them for their continuous support and commitment to improving the program itself and the awareness around it across California. This includes outreach, educational webinars, events, seminars, and much more!

AARP California

ACLU of Southern California

Assembly Committee on Appropriations

Assembly Committee on Labor and Employment

BreastfeedLA

CA Black Health Network

California Breastfeeding Coalition

California Budget & Policy Center

California Child Care Resource & Referral Network

CA Commission on the Status of Women and Girls

California Employment Lawyers Association

California Federation of Teachers

California Hospital Association

California Immigrant Policy Center

California Labor Federation

CA Rural Legal Assistance (CRLA)

California Partnership to End Domestic Violence

California Small Business Majority

Cal WIC

California Work & Family Coalition

Caring Across Generations

Center for Economic and Policy Research





PFL Partners (continued)

Center for Workers' Rights

Center for WorkLife Law

Children Now

CHIRLA (Coalition for Humane Immigrant Rights of Los Angeles)

Family Caregiver Alliance

First 5 California

First 5 Center

Human Impact Partners

Legal Aid at Work (formerly Legal Aid Society-Employment Law Center)

Legal Services of Northern California

Legislative Women's Caucus

Los Angeles LGBT Center

USC Family Caregiver Support Center (FCSC)/LA

Caregiver Resource Center

Neighborhood Legal Services of Los Angeles (NLSLA)

Orange County Labor Federation

Parent Voices (PV)

The Restaurant Opportunities Centers (ROC) United – Los Angeles

San Mateo County Public Health

Santa Clara University School of Law

SEIU Local 99

Small Business Majority

UFCW Western States Council

UNITE- LA

Watsonville Law Center

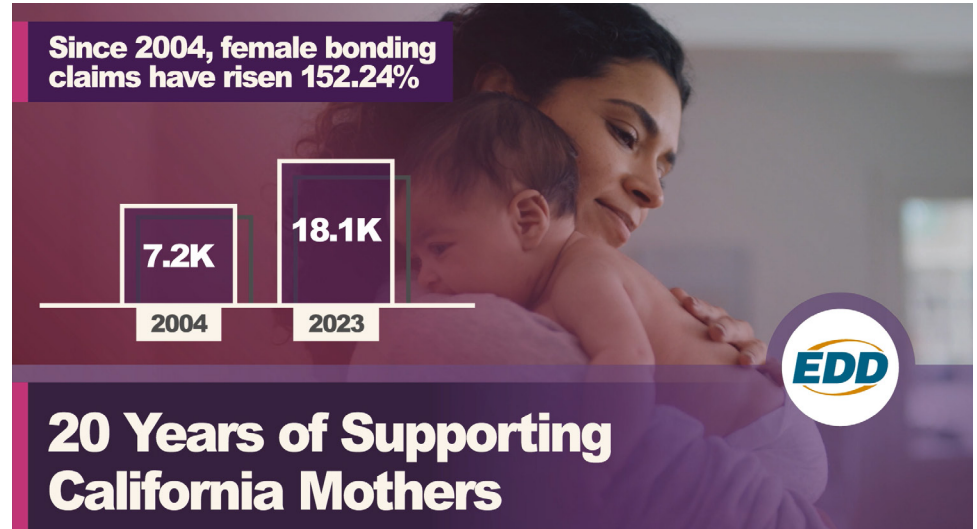
Western Center on Law and Poverty

Raising Awareness Across the State

We're committed to continuing to boost public awareness about California's Paid Family Leave program, which most California workers contribute to through mandatory payroll deductions. A 2021-2022 six-month outreach and marketing campaign of nearly \$8 million increased public awareness among populations that could truly benefit from the program, including an increase of 15% for those with less than a high-school education and of 11% for households with incomes under \$25,000. Awareness during the campaign increased nearly 4% statewide, roughly equal to reaching 1.2 million new Californians.

Overall, we raised statewide Paid Family Leave awareness by 5.4% since 2016, and applications have increased 4.2% from 2018 to 2022.

We're very proud to have reached people who need these benefits the most, and look forward to future funding opportunities to continue to inform Californians about the program so they can use it when big life moments happen.



This image does not include female transitional bonding claims. Since 2004, female transitional bonding claims have risen 174%.

Looking Ahead

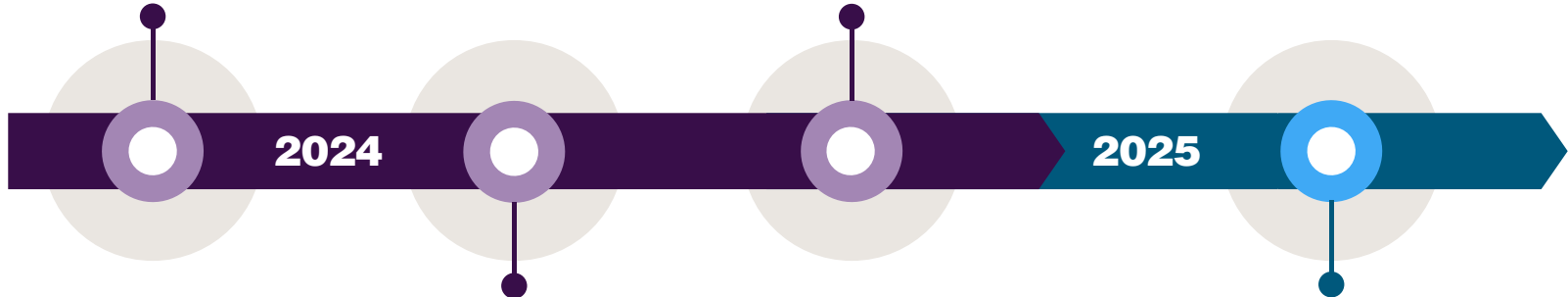
We have supported Californians for the past 20 years and look forward to the future of the program itself, and continuing to raise awareness about PFL across the state.

Increasing Awareness

Building on the effectiveness of the 2021-2022 campaign, we are planning another substantial outreach effort beginning later in 2024 to support the implementation of Senate Bill 951, which helps lower-wage workers access these vital benefits in 2025.

Updating Applications

Our Customer and User Experience teams are interviewing customers, advocates and community-based organizations for their feedback. The feedback will drive improvements to update applications, design new EDD services and identify areas where plain language revisions are needed to make them easier to understand.



Contact Center Modernization

We launched our pilot in collaboration with Amazon Web Services and InterVision to implement Amazon Connect, a modern contact center platform. Improvements to our disability and Paid Family Leave contact centers will be implemented in phases to provide reliable, high-quality access and intelligently automated chat features to streamline customer service for all Californians.

Benefit Increase

Benefits will increase to cover 90% of wages for low-wage workers and 70% up to a cap for other workers. This makes the program more affordable for low-income workers!

Help us Spread the Word!

Join us on our mission to help Californians be there for the moments that matter most.

[PFL General Toolkit \(DE 8545\) \(PDF\)](#)

Help us spread the word about the PFL program online or on your social media. We are here to support and empower you with need-to-know information, tools, and resources to help you navigate the program.

[PFL Employer Toolkit \(DE 8546\) \(PDF\)](#)

Employers, need help guiding an employee through the process? Use the checklist and other information in the toolkit to make you and your employees' PFL experience smooth.

Resources

[Program Overview](#)

[Eligibility](#)

[Forms and Publications](#)

[Tutorials and Videos](#)

[FAQs](#)

[Webinars and Presentations](#)

Contact Us

By Phone

Representatives are available 8 a.m. to 5 p.m. (Pacific time), Monday through Friday, except on [state holidays](#).

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

California Relay Service (711): Provide the PFL number (1-877-238-4373) to the operator.

TTY 1-800-445-1312

In-Person

Visit [State Disability Insurance Office Locations](#) to find an office near you.