



Paid Family Leave Claimant Overview
State Disability Insurance Program
Employment Development Department



Five Things To Know About Paid Family Leave

1

Provides up to 8 weeks of partially paid leave in a 12-month period.

2

Three Claim Types:
Care
Bonding
Military Assist

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 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 70 to 90 percent of your salary while using PFL.

Paid Family Leave and Bonding

PFL Bonding provides up to eight weeks of partially paid leave for parents 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.

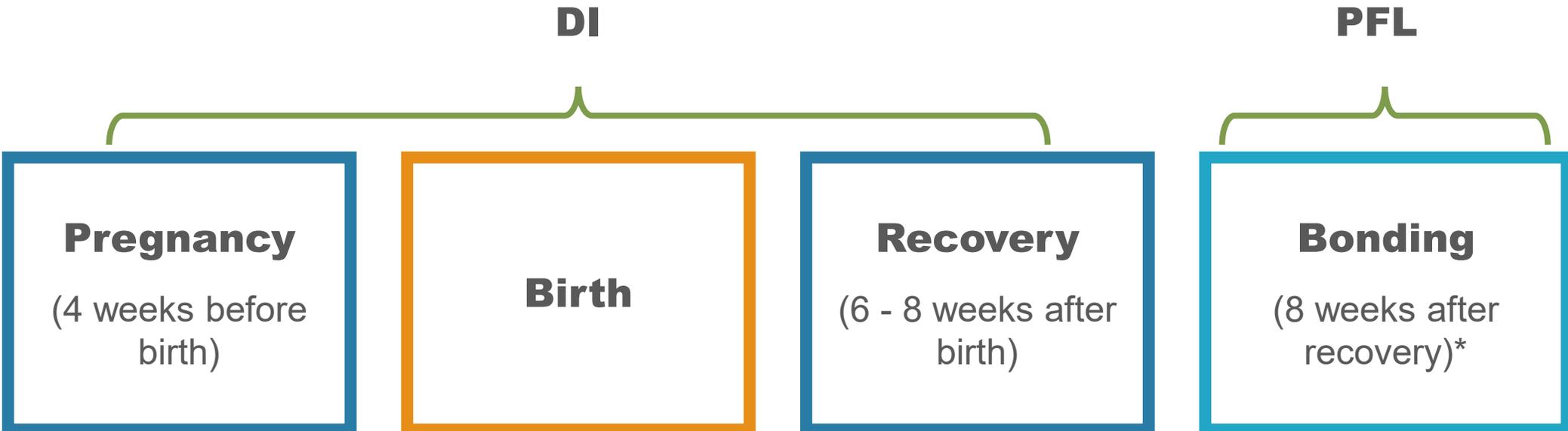
You receive approximately 70 to 90 percent of your salary while using PFL.



Disability Insurance, Paid Family Leave, and New/Expecting Mothers



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



*You can break up your eight weeks of PFL. You do not have to use it all at once.

A photograph of a woman in a military camouflage uniform holding a baby. A man is kissing her on the cheek. The scene is set outdoors with a bright, hazy background.

Paid Family Leave and Military Assist

PFL Military Assist pays eligible workers up to eight weeks of benefits to assist a spouse, registered domestic partner, parent, or child in the US Military during a qualifying event.

- ▶ A qualifying event is defined as a military event or essential need resulting from the family member's order, call, or notification of deployment to a foreign country.
- ▶ Requires supporting military documentation and supporting documentation for the qualifying event.

You receive approximately 70 to 90 percent of your salary while using PFL.

Filing a Paid Family Leave Claim

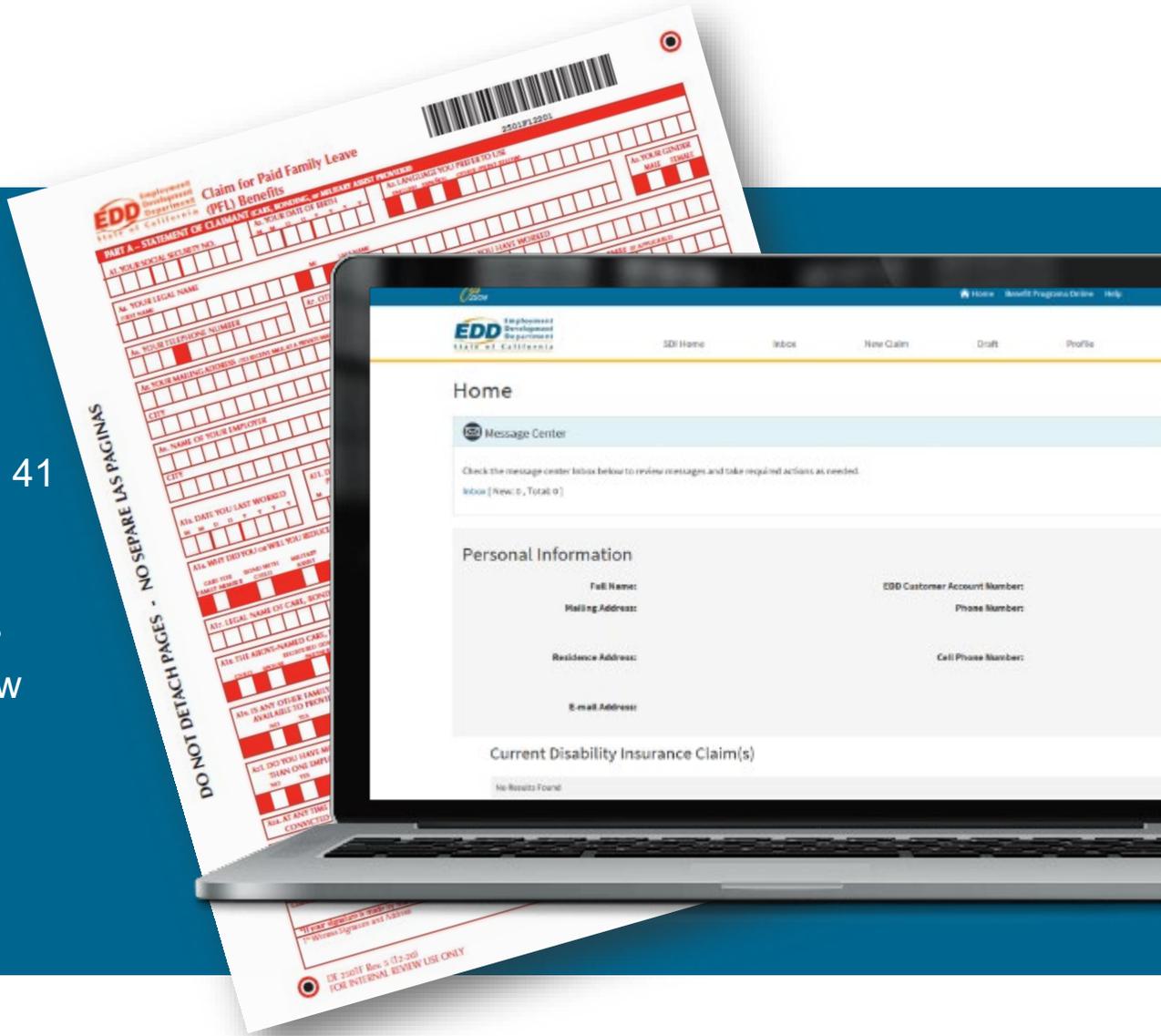
Individuals must complete and submit their PFL claim within 41 days from the date their family leave begins by:



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

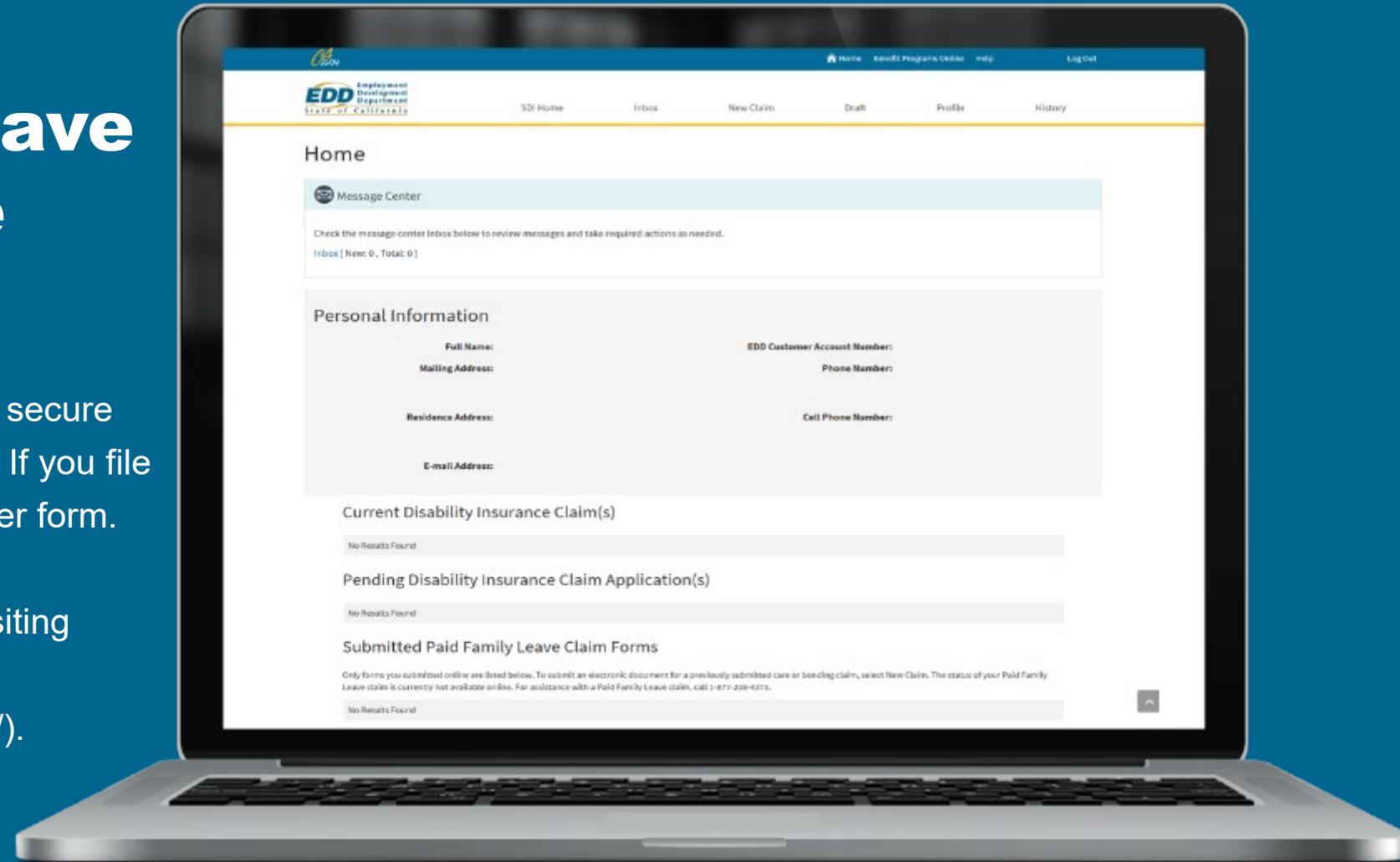


Online

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](https://edd.ca.gov/en/disability/SDI_Online/)

(edd.ca.gov/en/disability/SDI_Online/).





2501F12201

Form with sections: PART A - STATEMENT OF CLAIMANT (CARE, BONDING, or MILITARY ASSIST PROVIDER), PART B - STATEMENT OF CARE RECIPIENT, PART C - STATEMENT OF CARE PROVIDER, PART D - PHYSICIAN/PRACTITIONER'S CERTIFICATION. Includes fields for social security, date of birth, legal name, employer info, and dates.

DO NOT DETACH PAGES - NO SEPARAR LAS PAGINAS

Filing a Paid Family Leave Care Claim



By mail

A properly completed PFL care claim will include:

- ▶ Part A – Statement of Claimant
- ▶ 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

(forms.edd.ca.gov/forms), or by calling 1-877-238-4373.

*Spanish applications are available for download only through Online Forms and Publications.



2501F12201

Form with sections: PART A - STATEMENT OF CLAIMANT (CARE, BONDING, or MILITARY ASSIST PROVIDER). Includes fields for social security, date of birth, legal name, employer, dates of leave, and signature lines for claimant and witnesses.

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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](https://forms.edd.ca.gov/forms) (forms.edd.ca.gov/forms), or by calling 1-877-238-4373.

*Spanish applications are available for download only through [Online Forms and Publications](https://forms.edd.ca.gov/forms).



2501F1201

Form DE 2501F with sections A through G, including fields for personal information, employer details, and certification.

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Filing a Paid Family Leave Military Assist Claim

By mail

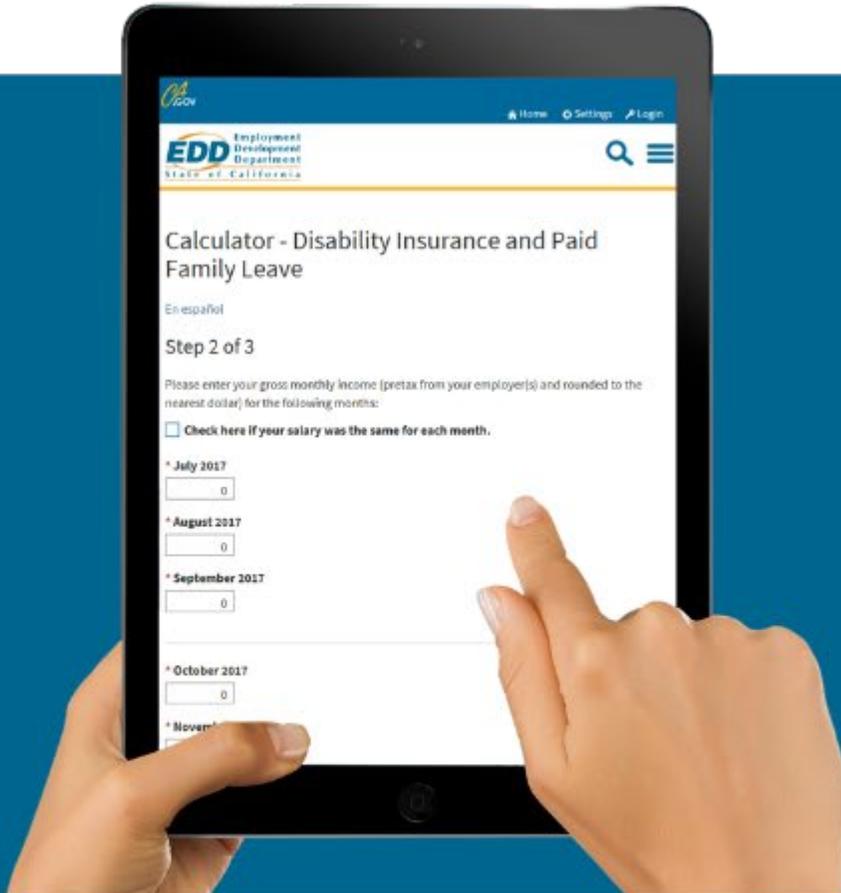
A properly completed PFL military assist claim will include:

- ▶ Part A – Statement of Claimant.
- ▶ Part E – Military Assist Certification.
- ▶ Supporting military documentation and supporting documentation for the qualifying event.

Obtain the DE 2501F application by ordering through [Online Forms and Publications](https://forms.edd.ca.gov/forms) (forms.edd.ca.gov/forms), or by calling 1-877-238-4373.

*Spanish applications are available for download only through [Online Forms and Publications](https://forms.edd.ca.gov/forms).

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 four 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 [Paid Family Leave Calculator](https://edd.ca.gov/en/disability/PFL_Calculator/) (edd.ca.gov/en/disability/PFL_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, so you may not be eligible for benefits.

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.

Only eight 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.



Unemployed Californians must have collected Unemployment Insurance 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.



Job Protections

Does the SDI program provide job protection?

No, the 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)
- ▶ Fair Employment and Housing Act (FEHA)
- ▶ Pregnancy Disability Leave (PDL)

Speak with your employer to obtain unpaid job-protected leave. Visit the [California Civil Rights Department](https://www.calcivilrights.ca.gov) ([calcivilrights.ca.gov](https://www.calcivilrights.ca.gov)) and the [US Department of Labor](https://www.dol.gov) ([dol.gov](https://www.dol.gov)) to learn more.



For more information, visit:

- ▶ Paid Family Leave
(edd.ca.gov/PaidFamilyLeave)

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





Tell Your Paid Family Leave Story

California's PFL allows you to be there for the moments that matter.

Share your PFL story by tagging @CA_EDD on Instagram.



#MomentsMatter
#PFL
#PaidLeave
#CAPFL
#CAPaidFamilyLeave



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.