Paid Family Leave New/Expecting Mother 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.
Disability Insurance and Expecting Mothers

California has two paid leave programs for new and expecting mothers.

Disability Insurance (DI) provides partially paid leave for:

- Up to **four weeks before birth** and
- Up to **eight weeks post birth**
  (typically 6 weeks vaginal/8 weeks cesarean).

You receive approximately 60 to 70 percent of your salary while using DI.

*New/Expecting mothers can receive up to 52 weeks of benefits if there are complications before or after birth.*
Paid Family Leave and New/Expecting Mothers

Paid Family Leave (PFL) provides up to eight weeks of partially paid leave for parents to bond with a new child within the child's first year.

- Can be used to bond with a biological, foster, or adopted child.
- New mothers do not need to provide documentation showing proof of relationship if pregnancy-related DI benefits were claimed.

You receive the same weekly benefit amount during your PFL bonding claim as the pregnancy-related DI claim.
Disability Insurance, Paid Family Leave, and New/Expecting Mothers

New mothers file for DI followed by PFL, for example:

- **Pregnancy** (4 weeks before birth)
- **Birth**
- **Recovery** (6 - 8 weeks after birth)
- **Bonding** (8 weeks after recovery)*

*You can break up your eight weeks of PFL. You do not have to take it all at once.*
Filing your Disability Insurance and Paid Family Leave Claims

Each program requires its own claim to be filed.*

You must complete and submit your DI claim within 49 days and your PFL claim within 41 days from the start date of your claim. You can file in two ways:

- **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.
You can file your DI claim using SDI Online by registering for an account and selecting “New Claim” in your account menu. The EDD will notify you by email when it is time to complete your PFL bonding form.

Select the Paid Family Leave (PFL) Benefits – New Mother (DE 2501FP) link in your account inbox to file electronically.

Create or access your account by visiting SDI Online (edd.ca.gov/disability/SDI_Online.htm).
Mail

If filing by mail, you will need to complete the *Claim for Disability Insurance (DI) Benefits* (DE 2501). A properly completed DI claim will include:

- **Part A** – Claimant’s Statement
- **Part B** – Physician/Practitioner’s Certificate

Order the DE 2501 application online at [Online Forms and Publications](forms.edd.ca.gov/Forms).
Paid Family Leave and New/Expecting Mothers

By mail

New mothers transitioning from a pregnancy-related DI claim to PFL bonding will automatically receive a Claim for Paid Family Leave (PFL) Benefits – New Mother (DE 2501FP) in the mail after the final DI payment.
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 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 (edd.ca.gov/disability/PFL_calculator.htm) 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 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 EDD.

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.

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.

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 program does not provide job protection, just paid benefits.

However, other state and federal laws may apply while you are using your leave.
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 US Department of Labor to learn more.
For more information, visit:
  ▶ Paid Family Leave
    (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
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
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