

Fact Sheet: California Paid Family Leave for Military Families



California Paid Family Leave (PFL) provides partial wage replacement when you need to take time off work for what matters most – family. For military families, this means you can provide support while a family member is deployed to a foreign country.

What Is Considered Deployment?

Deployment is defined as covered active duty, a call or notice of impending covered active duty, or a rest and recuperation leave from covered active duty.

What Is Considered a Qualifying Event?

A qualifying event is any military event or an essential need resulting from a family member's deployment to a foreign country. For PFL, the military event does not have to occur in California. Qualifying events 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.

Rest and recuperation leave can be done anywhere if you can provide the orders for your military family member showing the rest and recuperation leave.

Who Is Eligible?

To be eligible for PFL benefit payments, you must:

- Need time off work to participate in a qualifying event because of a family member's military deployment to a foreign country. A family member is a spouse, registered domestic partner, parent, or child.
- Have worked in California and paid into State Disability Insurance (SDI) (noted as "CASDI" on most paystubs) in the past 5 to 18 months.
- Not have taken the maximum 8 weeks of PFL in the past 12 months.

Citizenship and immigration status do not affect eligibility.

PFL military assist benefit payments are only available to eligible family members to participate in qualifying events. PFL military assist benefits are not available for the military member.

How Much Will I Receive for PFL?

You can receive 60 to 70 percent of your weekly salary from PFL. Your employer may allow you to use vacation, sick, paid time off, or other leave in addition to PFL benefits to receive up to 100 percent pay. Estimate your weekly benefit amount using the Disability Insurance and [Paid Family Leave Calculator](http://edd.ca.gov/PFL_Calculator) (edd.ca.gov/PFL_Calculator).

Do I Have to Take My Benefits All at Once?

PFL can be taken all at once or can be split over a 12-month period.

How Do I Apply?

You can apply for benefits by filling out the *Claim for Paid Family Leave (PFL) Benefits* (DE 2501F) online or by mail.

To apply online, visit [SDI Online](http://edd.ca.gov/SDI_Online) (edd.ca.gov/SDI_Online).

To apply by mail:

- Request a paper claim by calling 1-877-238-4373.
- Order a paper claim online at [EDD Forms and Publications](http://edd.ca.gov/forms) (edd.ca.gov/forms).
- Pick up a paper claim by visiting [Contact SDI](http://edd.ca.gov/Disability/Contact_SDI.htm) (edd.ca.gov/Disability/Contact_SDI.htm) for a list of office locations near you.

Submit your claim no later than 41 days after you begin your family leave. Do not file before your first day of leave.

What Information Do I Need to Apply?

As part of your application, you must provide:

- Name of your employer.
- Date you want your claim to begin (first day of family leave).
- Wages paid (if any), and last day of work. (Part A of the paper PFL form.)
- Military assist certification. (Part E of the paper PFL form.)
- Supporting military documentation, such as proof of covered active duty or call to covered active duty and documentation that supports the qualifying event.

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.