

Medical Extensions

If your patient's expected recovery date is less than six weeks, you will receive a supplemental medical form to complete and return in the event that your patient requires additional care/support from their family member (Paid Family Leave claimant).

Additional Medical Information

If the estimated period of recovery for your patient (the care recipient) is significantly longer than normal, we may contact you by telephone or letter to obtain additional medical information to substantiate your patient's extended illness/disability period.

Independent Medical Exams

We may request an examination by an independent medical examiner to determine the extent of your patient's illness or disability. The examiner submits a report that confirms or adjusts the extent and/or duration of the illness/disability. We may deny or discontinue benefits to the Paid Family Leave claimant (care provider) if the patient's illness is not determined by the independent medical examiner to be a "serious health condition" as defined by the Paid Family Leave program.

Remember, to receive timely payments, your patient's care provider (Paid Family Leave claimant) depends on your prompt completion and return of the Doctor's Certificate portion of the claim form.

Disclosure of Medical Information

Family members with serious health conditions (care recipients) authorize disclosure of their medical information to us by their health-care providers when they sign the Paid Family Leave claim form. Because the Paid Family Leave claim must be complete before any benefits are paid, we will not contact you to discuss your patient's condition without his or her prior authorization. If we do need to contact you, our questions will be limited to the information that you provided about the care recipient on that form. We can fax your patient's authorization to your attention upon request.

Integrity of the Paid Family Leave Program

The fiscal integrity of the Paid Family Leave program depends on the accuracy of information provided to EDD. As guardian of the SDI Fund, we practice fiscal responsibility and apply a series of control measures designed to verify the validity of the claim. We review your diagnosis/ICD coding, and estimated date of recovery to determine whether it is consistent with the normal expectancy for the illness indicated on the claim form. For your convenience, Paid Family Leave claim forms can be requested by calling **(877) 238-4373**.

Information regarding Paid Family Leave can also be accessed via our Web site at www.edd.ca.gov.



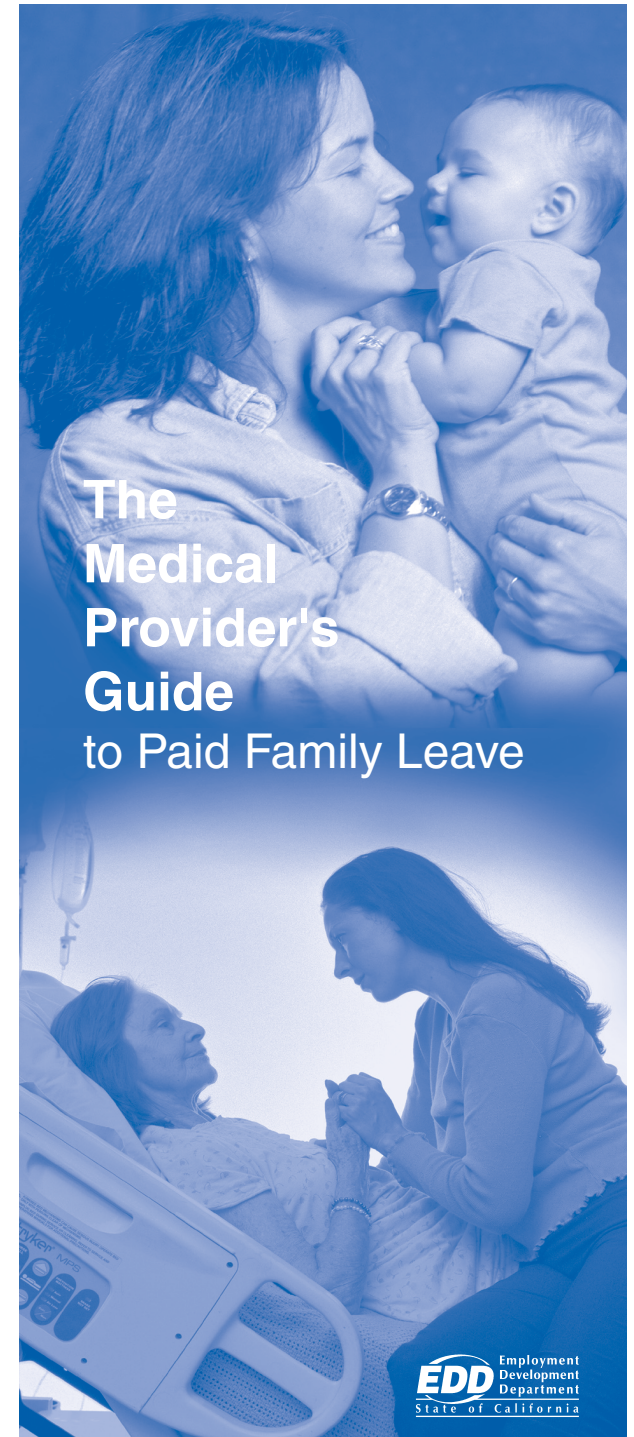
STATE OF CALIFORNIA

LABOR AND WORKFORCE DEVELOPMENT AGENCY

EMPLOYMENT DEVELOPMENT DEPARTMENT

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 877-238-4373 (voice) or TTY 800-445-1312.

This pamphlet is for general information only and does not have the force and effect of law, rule, or regulation.



The Medical Provider's Guide to Paid Family Leave

What is Paid Family Leave?

Paid Family Leave is a component of State Disability Insurance (SDI). Unlike Disability Insurance (DI), which partially covers employee wage loss due to a personal disability, injury, or pregnancy, Paid Family Leave insurance partially covers employee wage loss for individuals who need to care for a seriously ill family member or bond with a new child. Benefits are available for a maximum of 6 weeks in a 12-month period. Paid Family Leave and DI are both administered by the Employment Development Department (EDD) and funded entirely by California workers' payroll deductions.

Definition of Family Member

Individuals can file a Paid Family Leave claim to care for a child, spouse, parent, or registered domestic partner.

Serious Health Condition

For Paid Family Leave purposes, a serious health condition means an illness, injury, impairment or physical or mental condition that involves inpatient care in a hospital, hospice, residential health care facility, or continuing treatment or continuing supervision by a health care provider.

Parental Bonding

Individuals may file a Paid Family Leave claim to bond with a new child, the new child of a spouse or domestic partner, or to bond with a newly placed foster or adopted child, or legal ward.

Paid Family Leave bonding claims are limited to the 12 months following a birth, adoption, or foster care child placement. Bonding claims do not require medical certification.

Paid Family Leave is not FMLA or CFRA

The Federal Family Medical Leave Act (FMLA) and the California Family Rights Act (CFRA) require some employers to grant unpaid leave to their employees for up to 12 weeks to care for a seriously ill family member or bond with a new child. Paid Family Leave is not FMLA or CFRA. It is not a mandated leave and it does not provide job protection rights.

Benefits That Conflict With Paid Family Leave

Individuals receiving Paid Family Leave cannot receive DI or Unemployment Insurance for the same period. In addition, Paid Family Leave and Workers' Compensation benefits cannot be paid to an individual for the same period except under specific circumstances.

The Medical Provider's Role

As your patient's medical provider, you determine whether your patient's physical or mental health condition requires physical care or emotional support from a family member. *Please note: In certain instances, more than one individual may be eligible to receive Paid Family Leave benefits to care for the same family member.*

Your medical certification must include:

- Patient's diagnosis and corresponding ICD code
- Your Medical Provider License number
- Patient's estimated recovery date
- Estimated duration (including number of hours per day) your patient will need care provided by a family member.

Who Can Certify to the Care Recipient's Serious Illness?

The following authorized medical professionals can complete and sign the Doctor's Certificate verifying the Paid Family Leave claimant's need to care for a seriously ill family member:

- Licensed medical or osteopathic physician/surgeon
- Officer of a U.S. government facility
- Chiropractor
- Podiatrist
- Optometrist

- Dentist
- Designated Psychologist
- Religious Practitioner

Claim Processing

The following steps occur as part of the normal Paid Family Leave claim eligibility process:

- You and your patient's care provider (Paid Family Leave claimant) must certify (via signatures) to the accuracy of the claim information provided.
- Paid Family Leave staff review the claim form to ensure that all eligibility requirements are met.
- Properly completed forms are processed within two weeks after receipt.

Causes for Claim Delays

The following missing information will result in Paid Family Leave claim processing delays:

- Doctor's original signature
- Doctor's license number
- Doctor's name
- Diagnosis / ICD coding
- Estimated recovery / prognosis date