

Fact Sheet: California Paid Family Leave

Do you have a new child in your family?
Are you caring for a seriously ill relative?
You might be eligible for up to six weeks of partial pay to be there for your family when they need you most.

What is Paid Family Leave?

California Paid Family Leave (PFL) provides up to six weeks of partial pay to employees who take time off work to care for a seriously ill family member or to bond with a new child (including newly fostered and adopted children).

Am I eligible?

Approximately 18.1 million California workers are covered by PFL. You may be eligible if you are:

1. A part- or full-time public- or private-sector employee who contributes to the State Disability Insurance (SDI) program through mandatory payroll deductions.

-OR-

A self-employed Californian who has contributed to the Disability Insurance Elective Coverage program.

AND

2. A mother or father (including an adoptive or foster care parent) who has a loss of wages because of taking time off work to bond with a new child.

-OR-

An employee who has a loss of wages because of taking time off work to care for a seriously ill family member (child, parent, parent-in-law, grandparent, grandchild, sibling, spouse, or registered domestic partner).

How much will PFL pay?

If eligible, you can receive approximately 55 percent of your pay (from \$50 up to \$1,173 weekly). The wage replacement rate increases to approximately 60 to 70 percent in January 2018. Funding for PFL benefits comes from a tax you pay, so this is your money—not a government subsidy.

Your employer may allow you to use vacation, sick, paid time off, and other leave to supplement your PFL benefits to receive up to 100 percent pay. The length of time worked at your current job does not affect eligibility.

The Employment Development Department (EDD) provides an online calculator to help estimate your weekly benefit amount. Visit edd.ca.gov/PFL_Calculator.

Do I have to take the time all at once?

No, you don't have to take all of your PFL benefits at once and your seven-day, unpaid waiting period does not have to be served consecutively. PFL claims for bonding with a new child must be paid in full no later than one day prior to the one-year anniversary of your child's birth, adoption, or foster care placement.

What is a "serious health condition"?

A "serious health condition" means an illness, injury, impairment, or physical or mental condition that requires:

- At-home care or in-patient care in a hospital, hospice, or residential medical care facility.
- Continuing treatment by a physician or health care practitioner.

Unless complications arise, cosmetic treatments, the common cold, influenza, earaches, upset stomachs, minor ulcers, and headaches other than a migraine, DO NOT meet the definition of a serious health condition for the purposes of PFL.

When should I apply, and when will I start receiving benefits?

Claims should be submitted *no sooner* than 9 days after the first day that the family leave begins (7 of those days are part of the unpaid waiting period) and *no later* than 49 days after the first day the family leave begins. Once the EDD receives your properly completed application, and determines you are qualified, you should receive your first payment in about two weeks. (Don't worry, the waiting period doesn't count toward your maximum six weeks of benefits.)

How do I apply?

You can apply for PFL benefits by filling out the *Claim for Paid Family Leave (PFL) Benefits*, DE 2501F form, online or by mail. To apply online, visit edd.ca.gov/SDI_Online to register for an SDI Online account and file a claim. If you're applying by mail, you can obtain a hard copy of the form by requesting one online at edd.ca.gov/Forms, calling 1-877-238-4373, or visiting an SDI office near you. (Visit edd.ca.gov/Disability/Contact_SDI.htm for a list of office locations.)

As part of your application, you'll need to provide:

- The name of your employer.
- The date you want your claim to begin (first day of family leave).
- For bonding claims, your application must include documentation showing the relationship between you and your new child (e.g., a copy of the child's birth certificate, adoptive placement agreement, or foster care placement record).
- For caregiving claims, your application should include certification from the care recipient (family member, Page 2 and PART C of the form) and medical certification from their physician/practitioner (PART D of the form).

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PAID FAMILY LEAVE
moments matter.



Visit CaliforniaPaidFamilyLeave.com for more information.

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.