

N E W S R E L E A S E

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EDD implements new military assistance provision of Paid Family Leave program at start of the New Year

SACRAMENTO – Beginning January 1, 2021, Californians who are eligible for Paid Family Leave (PFL) may take time off from work to support a family member (spouse, registered domestic partner, parent, or child) in the military who is deployed or being deployed to a foreign country. Qualifying events for an individual to receive PFL Military Assist benefits include activities to manage essential needs during military deployment such as setting up childcare or parental care, attending military sponsored events, or making legal or financial arrangements.

“This added benefit allows eligible family of active duty military personnel to take much-needed time from work to attend to essential needs related to that family member’s military service abroad,” said Nancy Farias, EDD’s Chief Deputy Director of External Affairs, Legislation and Policy. “California is proud to support members of the U.S. armed forces, and EDD is committed to its role in administering this crucial benefit for military families.”

PFL provides eligible individuals with up to 8 weeks of wage replacement benefits while they take time off from work, and can be used all at once or staggered over a 12-month period. PFL provides benefits that are approximately 60 percent of an employee’s salary for higher income earners and 70 percent for lower income earners.

Eligibility Requirements

To be eligible for PFL Military Assist benefits, claimants must:

- Be unable to do their regular or customary work due to a need to participate in a qualifying event related to the military deployment of their spouse, registered domestic partner, parent, or child to a foreign country.
- Be employed or actively looking for work at the time their Military Assist leave begins.
- Have earned at least \$300 from which State Disability Insurance (SDI) deductions were withheld during their base period. For additional information, visit [Calculating Paid Family Leave Benefit Payment Amounts](#).
- Complete and submit their claim form no earlier than the first day their Military Assist claim begins, but no later than 41 days after their Military Assist benefits begin. Military Assist is available to eligible individuals with a claim start date of January 1, 2021, or after.

California Paid Family Leave program at a Glance:

- California became the first state in the nation to create a PFL program when the state law was enacted in 2002.
- Most employees have already paid for the program benefits through mandatory SDI paycheck deductions noted as “CASDI” on most paystubs.
- Claimants may receive about 60 to 70 percent (depending on income) of wages earned 5 to 18 months before their claim start date for up to eight weeks within any 12-month period. The length of time worked at your current job does not affect eligibility.
- Benefit payments range from \$50 to a maximum of \$1,357 per week. The EDD offers an [online benefit calculator](#) to provide workers with an estimate of their potential weekly benefits.
- PFL claim benefit eligibility is based on your claim start date.

More information about California PFL benefits, eligibility, and how to apply is available on the [EDD website](#).

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