Paid Family Leave

General Claimant PFL Overview
State Disability Insurance (SDI)
Employment Development Department (EDD)
Five Things To Know About Paid Family Leave

1. Provides up to six weeks of partially paid leave in a 12-month period.
2. Can be used to bond with a new child or to care for an ill family member.
3. Leave can be taken intermittently over a 12-month period.
4. You receive approximately 60 to 70 percent of your weekly salary.
5. There is no waiting period. Payment can begin the first day of leave.
Paid Family Leave and Caregivers

California’s Paid Family Leave (PFL) affords eligible workers up to six weeks of time to be there for the moments that matter most.

**Paid Family Leave Care** provides partially paid leave if you are:

- Caring for a seriously ill or injured child, parent, parent-in-law, grandparent, grandchild, sibling, spouse, or registered domestic partner.
- Caring for an *out-of-state* or *out-of-country* family member.

Recipients receive approximately 60 to 70 percent of their weekly salary while using Paid Family Leave.
Paid Family Leave and Bonding

**Paid Family Leave Bonding** provides up to six weeks of partially paid leave for mothers and fathers to bond with a new child within the child’s first year.

- Can be used to bond with a biological, foster, or adopted child.
- Documentation showing proof of relationship can be a copy of the child’s birth certificate, birth record, or foster/adoptive placement agreement.

Recipients receive approximately 60 to 70 percent of their salary while on leave.
New mothers take Disability Insurance leave followed by Paid Family Leave, for example:

- **Disability Insurance**: 4 Weeks
- **Birth**
- **Disability Insurance**: 6 - 8 Weeks
- **Paid Family Leave**: 6 Weeks*

*You can break up your six weeks of Paid Family Leave. You do not have to take it all at once.
Filing a Paid Family Leave Claim

You must complete and submit your claim within **41 days** from the date your family leave begins by:

- **Mail or**

- **Online:** Filing through SDI online is strongly recommended because it expedites the review process.

*A Paid Family Leave claim form will be mailed to new moms at the end of their pregnancy-related Disability Insurance claim.*
Filing a Paid Family Leave Care Claim

✉️ Mail

A properly completed care claim will include:

- **Part A** – Statement of Claimant
- **Page 2** – Care Recipient’s Authorization
- **Part C** – Statement of Care Recipient
- **Part D** – Physician/Practitioner’s Certification

Begin this process by ordering the DE 2501F application online at edd.ca.gov/Forms or by visiting a local SDI office.
Filing a Paid Family Leave Bonding Claim

✉️ Mail

A properly completed bonding claim will include:

- **Part A** – Statement of Claimant
- **Part B** – Bonding Certification
- Supporting documentation verifying the relationship between you and the new child

Begin this process by ordering the **DE 2501F** application online at [edd.ca.gov/Forms](http://edd.ca.gov/Forms) or by visiting a local SDI office.
Paid Family Leave and SDI Online

SDI Online is your fast, convenient, and secure way to submit your PFL claim online. If you file electronically, do not send in the paper form.

Create or access your account by visiting: edd.ca.gov/SDI_Online
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 paid to you between January 1 and December 31 of the prior year.

To simplify this process, estimate your weekly benefit amount using the EDD calculator at edd.ca.gov/Disability/PFL_Calculator.htm.
Determining Paid Family Leave Eligibility

Have you paid into California’s State Disability Insurance (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 State Disability Insurance, thus you are not eligible for these programs.

Review paystubs before assuming eligibility.

Eligibility is not based on length of service or the number of employees your company has on staff.

Immigration status does not factor into eligibility.

No paid leave is guaranteed until the claim has been approved by the EDD.

Only one PFL claim can be filed within a 12-month period.
Employment Status and Paid Family Leave

Seasonal employees, part-time workers, and unemployed individuals may still qualify for PFL.

Eligibility is determined by whether a worker has contributed to CASDI in the past 5-18 months.

Unemployed Californians must have collected Unemployment Insurance and/or be actively looking for work to qualify for PFL.

Self-employed individuals may be eligible if they are contributing to the Disability Insurance Elective Coverage program.
Job Protections

Does the SDI program provide job protection?

No, the SDI program does not provide job protection, just paid benefits.

However, other state and federal laws may apply while you are using your leave.
Job Protections

Laws that may apply while receiving Disability Insurance and Paid Family Leave 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)

Workers considering PFL should speak to their employer for more information on unpaid job-protected leave. Visit [dfeh.ca.gov](http://dfeh.ca.gov) and [dol.gov/whd/fmla](http://dol.gov/whd/fmla) to learn more.
For more information, visit:

- www.edd.ca.gov/PaidFamilyLeave

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