The examiner submits a report that confirms or adjusts the extent and/or duration of the need for care or illness/disability. The EDD may deny or discontinue benefits to the PFL claimant (care provider) if an independent medical examiner determined your patient's illness is not a "serious health condition" as defined by PFL.

Disclosure of Medical Information
Family members (care recipients) with serious health conditions authorize disclosure of their medical information to us by their physicians/practitioners when they sign the PFL claim form. Because the PFL claim must be completed before any benefits are paid, the EDD will not contact you to discuss your patient's conditions without their prior authorization. If the EDD needs to contact you, questions will be limited to the information you provided about the care recipient on the claim form.

Integrity of Paid Family Leave
The fiscal integrity of PFL depends on the accuracy of information provided to the EDD. As guardian of the Disability Fund, the EDD practices fiscal responsibility and applies a series of control measures designed to verify the validity of the claim. The EDD reviews your diagnosis/ICD coding and estimated dates of necessary care to determine whether it is consistent with the normal expectancy for the illness indicated on the claim form.

For more information, visit [PFL](edd.ca.gov/PaidFamilyLeave).

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.

This pamphlet is for general information only and does not have the force and effect of law, rule, or regulation.
What is Paid Family Leave?
Paid Family Leave (PFL) is a partial, short-term wage replacement insurance plan for California workers and a component of the State Disability Insurance (SDI) program. PFL provides benefits to eligible workers who take time off work to care for a seriously ill family member, to bond with a new child, or to participate in a qualifying military event. PFL pays approximately 60 to 70 percent of lost wages. Benefits are available for a maximum of 8 weeks in a 12-month period. PFL is administered by the Employment Development Department (EDD) and funded entirely by California workers’ payroll deductions.

Care Claims
To qualify, an individual must be taking time off work to care for a seriously ill child, parent, parent-in-law, grandparent, grandchild, sibling, spouse, or registered domestic partner. Care claims require medical certification from the care recipient's health care provider.

Serious Health Condition
For PFL 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 at home, or continuing supervision by a health care provider.

Bonding Claims
To qualify, an individual must be taking time off work to bond with a new child entering the family through birth, adoption, or foster care placement. Bonding claims do not require medical certification.

Military Assist Claims
To qualify, an individual must be taking time off work to participate in a qualifying event resulting from a spouse, registered domestic partner, parent, or child’s military deployment to a foreign country. Military assist claims do not require medical certification.

Paid Family Leave is not FMLA or CFRA
The federal Family and 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, to bond with a new child, or to participate in a qualifying military event. PFL 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 PFL cannot receive Disability Insurance or Unemployment Insurance for the same period. In addition, PFL and workers’ compensation benefits cannot be paid to an individual for the same period except under specific circumstances.

The Physician/Practitioner’s Role
As your patient's physician/practitioner, you determine whether your patient's physical or mental health condition requires physical care or emotional support from a family member.

Note: In certain instances, more than one individual may be eligible to receive PFL benefits to care for the same family member.

To avoid claim delays, your medical certification must include:
- Physician/Practitioner’s name.
- Physician/Practitioner’s medical license number.
- Physician/Practitioner’s original signature.
- Patient’s diagnosis and corresponding International Classification of Diseases (ICD) code.
- Estimated duration (including number of hours per day) your patient will need care provided by a family member.
- Estimated date care is no longer necessary/prognosis date.

Who Can Certify to the Care Recipient’s Serious Illness?
The following licensed physicians/practitioners are authorized to either certify online through SDI Online or sign Part D - Physician/Practitioner’s Certificate of the Claim for Paid Family Leave (PFL) Benefits (DE 2501F):
- Licensed medical or osteopathic physician/surgeon.
- Medical Officer of a U.S. government facility or registrar of a county hospital in California.
- Chiropractor.
- Podiatrist.
- Optometrist.
- Dentist.
- Psychologist.
- Accredited religious practitioner.
- Nurse practitioner or physician assistant after examination and collaboration with a physician and/or surgeon.

Claim Eligibility Requirements
To qualify for PFL care benefits, your patient’s care provider (PFL claimant) must:
- Have lost wages due to caring for their seriously ill family member.
- Obtain a medical certificate from you, the care recipient’s physician/practitioner.
- Apply online through SDI Online (edd.ca.gov/SDI_Online), or submit a completed Claim for Paid Family Leave (PFL) Benefits (DE 2501F) paper form, within 41 days of the beginning of the family leave.