



CALIFORNIA PAID FAMILY LEAVE

# Helping Californians be present for the moments that matter.





## Do I Qualify for California Paid Family Leave?

To qualify for Paid Family Leave benefits, you must:

- Take time off from work to care for a seriously ill family member, to bond with a new child, or to participate in a qualifying military event.
- Be covered by State Disability Insurance or a voluntary plan in lieu of State Disability Insurance.
- Have earned at least \$300 in the past 5 to 18 months.
- Submit your claim no later than 41 days after you begin your family leave. Do not file before your first day of leave.

## How Are Benefit Amounts Calculated?

Benefits are 60 to 70 percent of your highest quarterly earnings, 5 to 18 months before your claim begins.

Estimate your benefits at [Disability Insurance and Paid Family Leave Calculator](https://edd.ca.gov/PFL_Calculator) (edd.ca.gov/PFL\_Calculator).



## Does Paid Family Leave Provide Job Protection?

California Paid Family Leave does not provide job protection. Job protection may be provided if you qualify under other laws:

- Federal [Family and Medical Leave Act](https://www.dol.gov/agencies/whd/fmla) (dol.gov/agencies/whd/fmla).
- California Family Rights Act. [Department of Fair Employment and Housing](https://dfefh.ca.gov) (dfefh.ca.gov).
- New Parent Leave Act. [Department of Fair Employment and Housing](https://dfefh.ca.gov) (dfefh.ca.gov)

Notify your employer of your plan to take leave and the reason for taking leave according to your company's policy.

## How Do I Apply for Benefits?

You can apply for Paid Family Leave benefits using [SDI Online](https://edd.ca.gov/SDI_Online) (edd.ca.gov/SDI\_Online).

To file by mail, you must complete and submit a *Claim for Paid Family Leave (PFL) Benefits* (DE 2501F) form. Learn more at [How to File a Paid Family Leave \(PFL\) Claim by Mail](https://edd.ca.gov/disability/How_to_File_a_PFL_Claim_by_Mail) (edd.ca.gov/disability/How\_to\_File\_a\_PFL\_Claim\_by\_Mail.htm).

## Caregiving Claims

Provide medical certification for your seriously ill family member who requires your care. This certification needs to be from their licensed health professional. You must also provide information about the family member you are caring for and their signature.”

## Bonding Claims

Provide documents that show your relationship to your child. This can be a copy of your child's birth certificate, adoptive placement agreement, or foster care placement record.

If you are currently receiving pregnancy-related Disability Insurance benefits, it is not necessary to request a Paid Family Leave claim form. The form to file for bonding will be sent through your SDI Online account or by mail when your pregnancy-related disability claim ends.



## Military Assist Claims

Military assist claims require two types of supporting documents. This can be proof of covered active duty or call to covered active duty and documentation of the qualifying event.

## Voluntary Plans

If you are covered by a voluntary plan, contact your employer for information about your coverage and instructions on how to apply for benefits.

## What if My Claim Is Denied?

If your claim is denied, you have the right to:

- Know the reason for denial.
- Appeal decisions about your eligibility for benefits. Visit [Appeals](http://edd.ca.gov/Disability/Appeals.htm) (edd.ca.gov/Disability/Appeals.htm) for more information.

All claim information is confidential except for purposes allowed by law.

## About California Paid Family Leave

California's Paid Family Leave program was created for those moments that matter. Benefits are available to care for a seriously ill family member, to bond with a new child, or to participate in a qualifying military event.

## Facts About California Paid Family Leave

- Provides up to eight weeks of partial-wage-replacement benefits. Leave does not have to be taken all at once.
- Provides approximately 60 to 70 percent of your weekly salary.
- Funded through your State Disability Insurance tax withholding, noted as “CASDI” on paystubs, or a qualifying voluntary plan paid into in the past 5 to 18 months.
- To bond with a new child, leave can be taken anytime within the first 12 months of a child entering your family.
- Citizenship and immigration status do not affect eligibility.





## Paid Family Leave

Be there for the moments that matter.

<b>English</b>	1-877-238-4373
<b>Spanish</b>	1-877-379-3819
<b>Cantonese</b>	1-866-692-5595
<b>Vietnamese</b>	1-866-692-5596
<b>Armenian</b>	1-866-627-1567
<b>Punjabi</b>	1-866-627-1568
<b>Tagalog</b>	1-866-627-1569
<b>TTY</b>	1-800-445-1312

Visit a [Paid Family Leave or State Disability Insurance office](http://edd.ca.gov/Disability/Contact_SDI.htm) (edd.ca.gov/Disability/Contact\_SDI.htm) near you to obtain claim forms, receive information, or speak to a representative.