

FACT SHEET



PAID FAMILY LEAVE (PFL)

In 2002, legislation (Senate Bill 1661) extended disability compensation to individuals who take time off work to care for a seriously ill child, spouse, parent, domestic partner, or to bond with a new child or a child in connection with adoption or foster care placement.

In 2013, legislation (Senate Bill 770) expanded eligibility to also include the following family members: parent-in-law, grandparent, grandchild, and sibling.

Paid Family Leave (PFL), is administered by the Employment Development Department's (EDD) Disability Insurance Branch.

Employee contributions (withholdings) for PFL began January 1, 2004, and the EDD began processing PFL claims on July 1, 2004.

Coverage and Benefits

PFL is a component of the State Disability Insurance (SDI) program and workers covered by SDI are also covered for this benefit. Similarly, workers who are covered by a Voluntary Plan (VP) for SDI are required to be covered for PFL through their VP.

The maximum claim benefit is six times the weekly benefit amount. No more than six weeks of PFL benefits may be paid within any 12-month period.

State Government Employees

State government employees may be eligible for PFL if they are covered by SDI through a negotiated agreement between the State of California and a recognized employee organization.

Eligibility Requirements

- An employee may file a claim for PFL benefits for the following reasons:
 - To care for a seriously ill child, parent, parent-in-law, grandparent, grandchild, sibling, spouse, or registered domestic partner.

- To bond with a new child.
- To bond with a child in connection with the adoption or foster care placement of that child.

- A medical certificate is required when a PFL claim is filed to provide care for a seriously ill family member. The certificate must include a diagnosis and International Classification of Diseases code; the beginning date of the disability; the probable duration; the estimated time care is needed; and state that the serious health condition warrants the participation of the employee to provide care. This includes "providing psychological comfort" and arranging "third party care." An estimate of the amount of time necessary to provide care is also required.
- For bonding, PFL is limited to the first year after the birth, adoption, or foster care placement of a child. Supporting documentation will be required.
- There is a seven-day waiting period before benefits are paid. In addition, the employer may require the employee to use up to two weeks vacation leave or paid time off (PTO) prior to receiving benefits. The first week of vacation or PTO will be applied to the waiting period.
- Individuals cannot receive PFL benefits while receiving Disability Insurance, Unemployment Insurance, or Workers' Compensation benefits that exceed their weekly benefit amount.
- An individual is not eligible for PFL benefits for any day that another family member is able and available for the same period of time that the individual is providing the required care.
- An individual who is entitled to leave under the federal Family Medical Leave Act and the California Family Rights Act must take PFL concurrently with leave taken under those acts. For information on the Family Medical Leave Act and on the California Family Rights Act, visit the U.S. Department of Labor's website at www.dol.gov and the California Department of Fair Employment and Housing's website at www.dfeh.ca.gov.

Appeals

All participants have the right to appeal to an impartial Administrative Law Judge (ALJ) concerning determinations of eligibility or benefit amounts. Further appeal from an ALJ's decision may be filed with the California Unemployment Insurance Appeals Board, or the board may set aside the ALJ's decision on its own motion. Decisions of the board may be reviewed by the courts.

Funding

PFL is funded through worker contributions to the SDI program. The SDI rate calculation is based on funding needs for both DI and PFL benefits.

Taxability

PFL benefits are subject to federal income taxes and will be reported to the Internal Revenue Service. Each person receiving PFL benefits will receive a 1099G form to include with his/her federal income tax return. PFL benefits are NOT subject to California income taxes.

Claim Form and Informational Brochure

The *Claim for Paid Family Leave (PFL) Benefits*, DE 2501F (English) or DE 2501F/S (Spanish), and the *Paid Family Leave* informational brochure, DE 2511 (English) or DE 2511/S (Spanish), may be obtained online at www.edd.ca.gov or by calling 1-877-238-4373. Employers must provide the DE 2511 or DE 2511/S to any employee leaving work to provide care for a sick or injured family member, bond with a new child or a child in connection with the adoption or foster care placement.

Apply for Benefits

Claimants can apply for benefits online through their SDI Online account at www.edd.ca.gov/disability by ordering a claim form online at www.edd.ca.gov, or by requesting a claim form by calling 1-877-238-4373.

For More Information

For additional information about PFL, please visit our website at www.edd.ca.gov/disability or contact the EDD at:

1-877-238-4373

- Press 1 for English.
- Press 2 for Spanish.
- Press 3 for Cantonese.
- Press 4 for Vietnamese.
- Press 5 for Armenian.
- Press 6 for Tagalog.
- Press 7 for Punjabi.

TTY 1-800-445-1312

(This number does not accept voice calls.)

The EDD is an equal opportunity employer/program.
Auxiliary aids and services are available upon request to individuals with disabilities.