

# Fact Sheet

## California Paid Family Leave

California Paid Family Leave (PFL) provides partial wage replacement benefits to California workers who take time off from work to care for a seriously ill family member, to bond with a new child (including newly fostered and adopted children), or to participate in a qualifying military event. PFL is funded entirely by California workers through a State Disability Insurance (SDI) payroll deduction (noted as “CASDI” on most paystubs).

### Am I eligible?

More than 18 million California workers are covered by SDI. The length of time worked at your current job as well as citizenship and immigration status do not affect eligibility. You may be eligible if you are:

1. A part- or full-time employee who contributes to SDI through state-mandated payroll deductions.

-OR-

A self-employed Californian or independent contractor who has contributed to the Disability Insurance Elective Coverage program.

**AND**

2. A parent who will lose wages while taking time off work to bond with a new child, entering the family through birth, adoption, or foster care placement.

-OR-

To care for a seriously ill family member (child, parent, parent-in-law, grandparent, grandchild, sibling, spouse, or registered domestic partner).

-OR-

To participate in a qualifying event as a result of a family member’s (spouse, registered domestic partner, parent, or child) military deployment to a foreign country.

### How much will PFL pay?

If eligible, you can receive approximately 60 to 70 percent of your weekly salary (from \$50 to \$1,357). Your employer may allow you to use vacation, sick, paid time off, or other leave to supplement your PFL benefits to receive up to 100 percent pay. You can estimate your weekly benefit amount using the [Disability Insurance and Paid Family Leave Calculator](http://edd.ca.gov/PFL_Calculator) ([edd.ca.gov/PFL\\_Calculator](http://edd.ca.gov/PFL_Calculator)).

### Do I have to take the time all at once?

PFL can be taken all at once or can be split over a 12-month period. Note: For bonding claims, leave can be taken anytime within the first 12 months of a child entering your family.

### What is a “serious health condition”?

A “serious health condition” is an illness, injury, impairment, or physical or mental condition that requires:

- At-home or in-patient care in a hospital, hospice, or residential medical care facility.
- Continuing treatment by a physician or health care practitioner.

Unless complications arise, cosmetic treatments, the common cold, flu, earaches, upset stomachs, minor ulcers, and non-migraine headaches, DO NOT qualify as a serious health condition for PFL.

### How do I apply?

Submit your claim no later than 41 days after you begin your family leave. Do not file before your first day of leave.

You can apply for PFL benefits in two ways:

- Online by visiting [SDI Online](http://edd.ca.gov/SDI_Online) ([edd.ca.gov/SDI\\_Online](http://edd.ca.gov/SDI_Online)).
- By mail by requesting a *Claim for Paid Family Leave (PFL) Benefits* (DE 2501F) form at [EDD Forms and Publications](http://edd.ca.gov/Forms) ([edd.ca.gov/Forms](http://edd.ca.gov/Forms)).

As part of your application, you must provide:

- The name of your employer.
- The date you want your claim to begin (first day of family leave).

For bonding claims, you must include the bonding certificate (Part B of the form) and provide documentation showing proof of the relationship between you and the child (e.g., a copy of the child's birth certificate, adoptive placement agreement, or foster care placement record).

For caregiving claims, you must include certification from the care recipient (PART C of the form) and medical certification from their physician/practitioner (PART D of the form).

For military assist claims, you must include the military assist certification (Part E of the form) and provide supporting military documentation (e.g., proof of covered active duty or call to covered active duty and documentation that supports the qualifying event).