Update 2007-5: Common Place Handbook

Paid Family Leave Benefits

Background

The Employment Development Department (EDD) is administering a new program entitled “Paid Family Leave” (PFL).

This program was established through provisions of Senate Bill 1661 (Chapter 901, Statutes of 2002) and is designed to compensate employees for loss of wages due to specific familial obligations.

Availability

PFL benefits are available to families:

• Expecting a newborn,
• Expecting a foster or adoptive child, or
• With a seriously ill family member.

Filing a Claim

A claim for PFL may be filed for the following reasons:

• To care for a seriously ill child, spouse, parent, or domestic partner;
• To bond with a new child;
• To bond with a minor child in connection with adoption or foster care placement of that child.
Policy

This is not a change in policy or workload. This update is being issued for informational purposes only.

Eligibility Workers (EWs) must be aware that all employees working in the State of California who participate in the State Disability Insurance (SDI) program are eligible to receive up to six (6) weeks of partial pay in a twelve (12)-month period to care for a newborn, foster or adoptive child, or a seriously ill parent, child, spouse, or registered domestic partner.

Employees are eligible regardless of the length of time worked or the size of the employer. The PFL benefits are based on past quarterly earnings and are approximately 55% of wages, up to a maximum of $840.00 per week for claims beginning on or after January 1, 2005.

Implementation

Effective immediately, EWs must keep the PFL program in mind when referring clients to apply for unconditional income as a condition of eligibility.

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