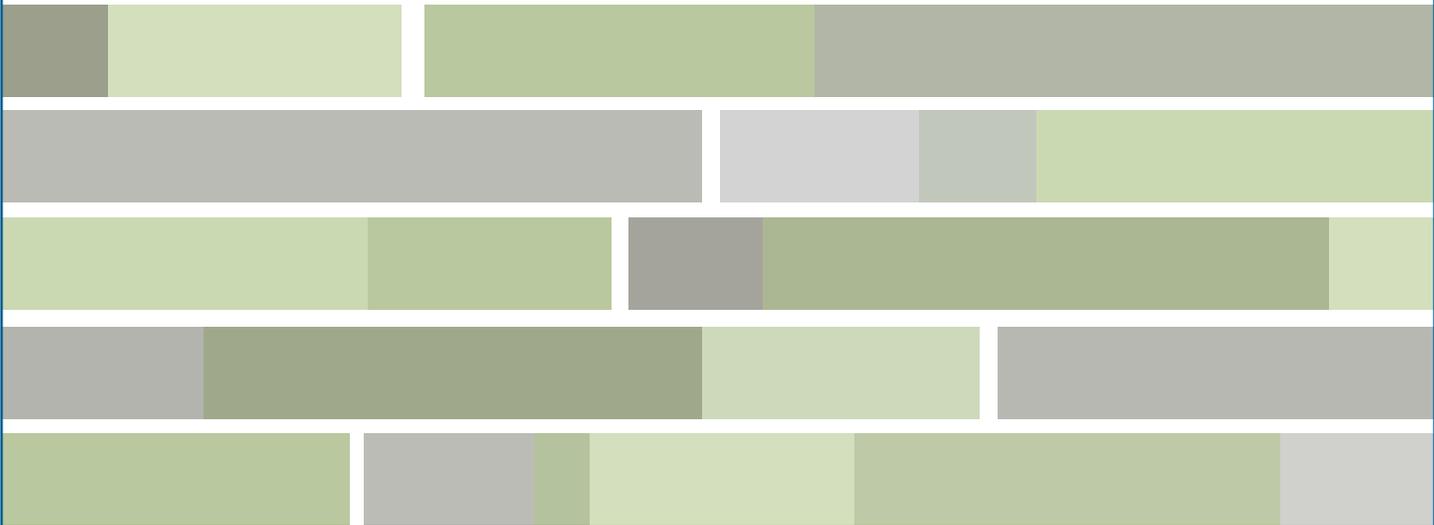


California Paid Family Leave



California Paid Family Leave

In 2002, California became the first state to adopt a paid family leave law, which provides employees with **up to 6 weeks of paid family leave (PFL)** through the State Disability Insurance (SDI) program. The following chart is a general overview of the law and its requirements.

| | |
|---|---|
| Who Pays for PFL? | PFL is funded entirely by employee contributions to the SDI program, which are made through payroll deductions . |
| Which Employers Must Deduct SDI Contributions? | The PFL program applies to all California employers, regardless of size. |
| Which Employees Are Eligible for PFL? | To be eligible for PFL, an employee generally must: <ul style="list-style-type: none"> • Be unable to perform his or her regular or customary work for at least 8 days due to the need to provide care to a seriously ill family member or to bond with a new child; • Have paid into SDI in the past 5-18 months; • Have not taken more than 6 weeks of PFL in the past 12 months; and • Have a qualifying life event (depending on the life event, other eligibility requirements may apply). |
| Which Life Events Qualify for PFL? | An employee may file a claim for PFL through the SDI program for the following reasons: <ul style="list-style-type: none"> • To care for a seriously ill child, spouse, parent, parent-in-law, grandparent, grandchild, sibling, or registered domestic partner; or • To bond with a new child (including newly fostered and adopted children). |
| How Long Can an Employee Be Out on PFL? | Up to 6 weeks within any 12-month period |
| Must an Employer Maintain an Employee's Health Benefits While He or She is Out on PFL? | Maintenance of health benefits is not required under PFL. However, it may be required under the California Family Rights Act (CFRA) or the federal Family and Medical Leave Act (FMLA). |
| Is an Employee Entitled to His or Her Position Upon Return from Leave? | Maintenance of job position is not required under PFL. However, it may be required under the CFRA or the FMLA. |
| Are Employers Required to Post or Provide Notices to Employees Regarding PFL? | Yes. Employers are responsible for providing information on PFL to their employees by: <ul style="list-style-type: none"> ○ Posting DE 1857A; and ○ Providing DE 2515 and DE 2511 to new hires and employees who notify their employer that they need to take time off from work due to a non-work-related illness, injury, pregnancy, or childbirth. |

Additional Information

For more information, employers may review the California Employment Development Department's [website](#) on PFL.

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