

# California Paid Family Leave



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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.

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

### Additional Information

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

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