



# There for the Moments that Matter Most

# Paid Family Leave

2025



DE 2530 Rev. 8 (5-25) (Internet)



# Table of Contents

**Executive Summary ..... 1**

**State Operations ..... 2**

**The Paid Family Leave Program ..... 5**

**Chapter One: How it Started ..... 5**

- Enacting America’s First Paid Family Leave Program

**Chapter Two: How the Program is Funded ..... 6**

- Background Information
- Contribution Rate Formula and Statutory Requirements
- Taxable Wage Ceiling Formula
- Adequacy Rate

**Chapter Three: Who Gets Benefits and How the Program Works ..... 10**

- How Much You Need to Earn to Get Benefits
- What PFL Covers – Care, Bonding, and Military Assist Claims
- How to File a Claim
- When Are Claims Paid?
- Benefit Information
- Weekly Benefit Amounts and Calculations
- Other Income That May Affect Your Benefits
- Who is Not Eligible for Benefits
- What to do if Benefits are Denied

**Chapter Four: Program Numbers and Trends ..... 14**

- Paid Family Leave Program Data
- Who is Using Paid Family Leave

**Chapter Five: Physician/Practitioner Roles and Responsibilities ..... 16**

- Employers
- Physician/Practitioner

**Chapter Six: Paid Family Leave Legislative History..... 17**

- Senate Bill 1661
- Senate Bill 727
- Assembly Bill 2188
- Assembly Bill 2778
- Senate Bill 770
- Senate Bill 852
- Senate Bill 1083
- Senate Bill 667
- Assembly Bill 908
- Assembly Bill 2886
- Senate Bill 83
- Senate Bill 1123
- Assembly Bill 138
- Senate Bill 497
- Senate Bill 951
- Assembly Bill 2123

**Chapter Seven: Promoting the Program..... 19**

- Current Outreach
- “Moments Matter” Campaign 2014/2015 to 2016/2017
- Moments Matter Campaign 2021/2022
- Paid Family Leave Advocates

**Chapter Eight: Program Integrity – Fraud Prevention and Detection Efforts ..... 21**

**Chapter Nine: Paid Family Leave Program Resources ..... 21**

- Frequently Asked Questions and Answers
- Fact Sheets, Brochures, and Publications
- Web Pages
- Paid Family Leave Program Advocates

## *Executive Summary*

Paid Family Leave (PFL) is getting more attention across the country. And California is leading the way for this type of program! This summary gives a quick look at how our state's program works, and why it matters.

California was the first state in the nation to offer it. It supports millions of workers by providing partial wage replacement so they can be there for the moments that matter most in their family.

- Care for a seriously ill family member.
- Bond with a child joining the family.
- Support a family member during a military deployment to a foreign country.

This summary includes:

- How the program is funded.
- Who is eligible.
- Program data and demographics.
- How the program is managed.
- Key policy updates over time.

It also explains the roots of the program. It is connected to the State Disability Insurance (SDI) program that has supported workers since 1946.

As more states explore paid family leave programs, our experience shows how a strong, sustainable program can meet the real needs of families.



## State Operations

### Organizational Structure

The Employment Development Department (EDD) is one of the largest departments in California state government. With staff at hundreds of locations across the state, we give vital support to millions of people every year.

We oversee major programs, including:

- Unemployment.
- State Disability Insurance (which includes disability and Paid Family Leave).
- Payroll taxes.
- Job and employer services.

Learn more About the [EDD](http://edd.ca.gov/About_EDD/About_EDD.htm) (edd.ca.gov/About\_EDD/About\_EDD.htm).

### Disability Insurance Branch

The branch handles both the disability and Paid Family Leave programs. It is made up of four divisions.

- Central Office.
- Field Operations.
- Paid Family Leave Field Operations.
- Workload Optimization Operations.

### Central Office Division

This division supports both leadership and frontline staff. This team is responsible for:

- Technology systems and tools in the program.
- Hiring, staffing support, and managing office space.
- Helping customers and solving their concerns.
- Making sure the program runs with integrity and quality.
- Creating procedures, forms, and staff training.
- Managing public content, like website updates and publications.
- Supporting online services within myEDD and Voluntary Plan services.
- Communicating with staff and external partners.

### The Central Office includes five focus areas with its own teams

<b>Administrative</b>	<ul style="list-style-type: none"> <li>• Hiring and personnel services.</li> <li>• Budgeting, facilities, and improving how we work.</li> </ul>
<b>Technology</b>	<ul style="list-style-type: none"> <li>• Technical support for staff.</li> <li>• Making sure business and technology work together smoothly.</li> </ul>
<b>Compliance</b>	<ul style="list-style-type: none"> <li>• Keeping the program honest and secure.</li> <li>• Creating policy and procedures.</li> <li>• Preventing and identifying fraud.</li> </ul>
<b>Voluntary Plan and Training</b>	<ul style="list-style-type: none"> <li>• Managing the plans.</li> <li>• Training staff.</li> </ul>
<b>Communications</b>	<ul style="list-style-type: none"> <li>• Supporting customers and guiding organizational change.</li> <li>• Developing outreach materials and education.</li> </ul>



## Field Operations Division

The Field Operations Division and Paid Family Leave Operations Division include Customer Service Centers and Claims Management Offices.

For Paid Family Leave, the Claims Management runs the day-to-day work of the program. It has several sections that includes:

- **Determinations**

Staff in this section review and process:

- ◆ New, continued, and reopened claims.
- ◆ Employer forms.
- ◆ General account questions.
- ◆ Overpayments (when a customer is paid too much by mistake).

- **Specialty**

Staff in this section handle more complex claims. This includes:

- ◆ **Appeals:** Reviews appeal cases and sends them to the California Unemployment Insurance Office of Appeals for a hearing.
- ◆ **Workers' Compensation:** Reviews claims when a customer is getting both Paid Family Leave benefits and workers' compensation at the same time.
- ◆ **Voluntary Plan:** Looks at claims that may be covered by a voluntary plan instead of ours.
- ◆ **Training:** Provides four months of in-depth training to new staff. This covers:
  - How to process different types of claims.
  - Moving from pregnancy disability to bonding.
  - Bonding, caregiving, and military assist claims.
  - Virtual call center processes.
  - Overpayments, appeals, and fraud prevention.
  - Workers' compensation.

- **Office Support**

Handles mail, attendance, and administrative support. They also help with customer service. Also, three field offices have staff specially trained to help with Paid Family Leave claims.

## Operations Division

- **Customer Service Center:** Answers questions from employers, medical providers, and customers applying for benefits.
- **Determinations:** Reviews new and ongoing claims, employer forms, and general claim information. They also handle overpayments if a customer is paid incorrectly.

## Workload Optimization Operations

They help manage staff workload and improve services using data and technology. It has three focus areas.

- **Workforce Management:** Tracks staffing needs and schedules to make sure customer service and claims processing run smoothly.
- **Quality Management and Innovation:** Improves how we work by focusing on quality, customer experience, and trying new ideas.
- **EDDNext:** A modernization effort to transform the customer and employee experience. We're updating online applications and contact centers. Our processes, policies, procedures, and forms are improving.

## Managing Benefits

myEDD is a fast and secure way to file and manage claims online.

- **Customers:** Apply, manage, and review previous claims.
- **Physician/Practitioner and their Authorized Representatives:** Can view and complete medical certifications.
- **Voluntary Plan employers and Third-Party Administrators:** Can report claims and respond to requests.

## Customer Service Centers

We offer 13 toll-free numbers to connect callers with our Customer Service Centers, including live help in seven languages. We can also assist in most other languages as needed.

- **Self-service options** are available through automated phone systems.
- Customers **can talk to a representative** through our Virtual Contact Center.
- Find more [SDI toll-free numbers](http://edd.ca.gov/Disability/Contact_SDI.htm) (edd.ca.gov/Disability/Contact\_SDI.htm).

## In-Person Service

Visit any of our 17 offices throughout California. Customers can find an [Office Location](http://edd.ca.gov/office_locator) (edd.ca.gov/office\_locator) near them.

Services available:

- Drop off or pick up claim forms.
- Get more information about their claim.
- Provide more documents.

# *The Paid Family Leave Program*

## **Chapter One: How it Started**

The Paid Family Leave program is one of two programs under State Disability Insurance. To understand how it works, it helps to know how this larger program began.

### **How State Disability Insurance Began**

In the 1940s, Governor Earl Warren wanted to create a program to help workers who got sick or injured outside of work. At the time, workers only had help if they were injured at work (workers compensation) or lost their job (unemployment).

In 1946, California created State Disability Insurance. This program gives workers some pay when they can't work due to a non-work related illness, injury, or pregnancy. Other places created programs like this too.

- Rhode Island in 1942.
- New Jersey in 1948.
- New York in 1949.
- Puerto Rico in 1968.
- Hawaii in 1969.

### **How It's Different From Unemployment**

Unemployment is a partnership between federal and state government. It's paid by employers.

State Disability Insurance is run only by the state and paid for by workers with no involvement by the federal government. Unemployment is funded by payroll taxes paid by employers. State disability is funded by covered workers through payroll deductions. These payroll deductions, also referred to as "SDI contributions," are deposited into a dedicated fund that is used to pay benefits to eligible workers and finance the program's operating costs.

The Employment Development Department (EDD) is the state agency responsible for administering state disability.

The SDI program's financing structure will be discussed in greater detail in the following chapter.

### **Enacting America's First Paid Family Leave Program**

In 2002, Governor Gray Davis signed Senate Bill 1661 into law, creating the first PFL program in the nation. California's PFL provides up to eight weeks of benefits to covered workers who need time off work to care for a seriously ill family member, to bond with a new child, or to participate in a qualifying military event.

Although the legislation was enacted in 2002, PFL benefits officially became available to covered workers on July 1, 2004. To cover the initial costs to provide these new benefits, workers contributed more into the SDI Fund in 2004 and 2005.

As a result of this new legislation, SDI offers two types of benefits, Disability Insurance and PFL. Both benefits are funded by workers and paid from the SDI Fund.

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***"When you first become a new parent, you shouldn't have to worry about money.***

***Thanks to PFL, I didn't!"***

***Andy C.***

***Sacramento, California***

## Chapter Two: How the Program is Funded

### Background Information

The State Disability Insurance (SDI) program's financing structure uses a statutory formula that sets an annual contribution rate. It's applied to covered workers' wages to determine how much the workers would pay into the SDI Fund. For example, if the contribution rate was set at 0.5 percent and a worker earned \$25,000 in annual income which was subject to SDI deductions, then the worker would contribute \$125 annually ( $\$25,000 \times 0.005$ ) to the SDI Fund.

#### **In 1985 and 1986, California's SDI Fund had a deficit.**

At the time, the formula for setting the contribution rate was intended to keep the year-end fund balance between 25 and 50 percent of the prior year's spending (for example benefit and administrative costs). But the contribution rates in those years (0.6 and 0.9 percent) were not enough to meet that goal. Because of the two years of shortfalls, a new formula for setting the rate was adopted on January 1, 1987.

#### **In 1992, the SDI program had another deficit.**

A study revealed the contribution rate was working. However, the state's limit on how high the rate could go wasn't enough to cover increases in benefits, an economic downturn, or longer periods of benefits being paid. To fix this, Senate Bill 4 raised the maximum contribution rate. The Bill increased the maximum rate from 1.2 to 1.25 percent beginning in 1993, and to 1.3 percent beginning in 1994.

#### **In 2002, when Senate Bill 1661 created the first PFL program in the nation, the maximum contribution rate increased to 1.5 percent.**

Since then, the SDI Fund has remained stable. Even when California experienced the Great Recession and the COVID-19 pandemic where a record number of workers lost their jobs and stopped contributing to the SDI program.

The Department continues to closely monitor the fund during economic downturns and disasters. This helps ensure eligible Californians continue to receive benefits.

The next sections explain how the SDI program is funded.

They cover three key parts of the financing structure:

- How the Contribution rate is set and the rules that guide it.
- How the Taxable wage ceiling is calculated.
- What the Adequacy rate is and why it matters.

### Contribution Rate Formula and Statutory Requirements

The existing statutory formula and limitation are cited in section 984 of the California Unemployment Insurance Code (CUIC). The formula is based on several fund conditions that occurred over the previous 12-month period beginning October 1 and ending September 30. The formula as stated in section 984(a)(2) of the CUIC are as follows:

$$\frac{1.30 \times \text{Disbursements from the Fund} - \text{Fund Balance}}{\text{State Plan Taxable Wages}}$$

The 1.30 variable is a key factor to make sure the SDI Fund remains a year-end reserve in the range of 25 to 50 percent of the prior year's disbursements. The term disbursements include benefits paid to eligible workers, administrative costs to operate the program, and any other minor charges to the Fund. State plan taxable wages include all wages that were subject to SDI contributions or deductions.

The different variables in the financing formula consider increases and decreases in the disbursements and changes in the Fund balance. They help set an appropriate contribution rate to cover the program's costs without growing extra funds. For example, if there are big increases in disbursements from the prior year resulting in a much lower Fund balance, those two fund conditions would likely result in a higher contribution rate. If the disbursements decrease causing the Fund balance to increase, then the contribution rate would likely decrease when compared to the prior year's rate.

Other key conditions that discuss statutory requirements includes:

- The contribution rate shall be rounded to the nearest one-tenth of one percent pursuant to section 984(a)(2) of the CUIC.
- The contribution rate shall not exceed 1.5 percent or be less than 0.1 percent pursuant to section 984(a)(3) of the CUIC.
- The contribution rate shall not decrease from the rate in the previous year by more than two-tenths of one percent pursuant to section 984(a)(3) of the CUIC.
- The Director may increase or decrease the rate by 0.1 percent if he or she determines the adjustment is necessary for the payment of benefits or to prevent the accumulation of excess funds pursuant to section 984(d) of the CUIC.

## Taxable Wage Ceiling Formula

**On January 1, 2024, Senate Bill 951 removed the taxable wage ceiling.**

The following information is for reference. As with the contribution rate, the maximum amount of wages that could be taxed is adjusted annually by a statutory formula. This part of the financing structure refers to the taxable wage ceiling.

Section 985 of the CUIC sets the taxable wage ceiling using the following statutory formula:

$$(4 \times \text{the Maximum Weekly Benefit Amount} \times 13) / 0.55$$

Anytime the maximum weekly benefit amount increased, it triggers an increase to the taxable wage ceiling. This helps the SDI program raise more money to pay for the higher maximum weekly benefit amount.

The maximum weekly benefit amount also goes up each year based on the increase in the state's average weekly wage. This makes sure benefits keep up with rising wages.

### In summary.

When the state average weekly wage increases, it leads to a higher maximum weekly benefit, which then triggers an increase in the SDI program's taxable wage ceiling. Both the contribution rate and taxable wage ceiling work together to bring in enough money to run the SDI program. The formulas and triggers serve to automatically change the financing structure to keep pace with increased benefits, Fund balance changes, etc.

For the current calendar year's contribution rate, visit [Contribution Rates and Benefit Amounts](https://edd.ca.gov/en/disability/Contribution_Rates_and_Benefit_Amounts) (edd.ca.gov/en/disability/Contribution\_Rates\_and\_Benefit\_Amounts).



## Adequacy Rate

Many insurance programs use different methods to measure stability and make sure they have enough money to meet their obligations to pay claims. The SDI method is called the “Adequacy Rate.” An SDI Fund balance that equals 25 to 50 percent of the prior 12-months of disbursements is considered adequate for the Fund to remain stable through different economic conditions and changes in revenue and benefit volume.

If the Adequacy Rate falls below 25 percent during a typical year, it would raise concerns that the Fund could become unstable. If the Adequacy Rate was above 50 percent, there are concerns that the Fund has collected extra reserves paid by covered workers. In these situations, the Director could use their authority to increase the contribution rate by 0.1 percent so additional revenue is created to bring the Adequacy Rate above 25 percent or decrease the contribution rate by 0.1 percent to bring the Adequacy Rate at or below 50 percent and reduce costs for covered workers.

## Financing Data

DE 2530 Rev. 8 (5-25) (Internet)

Calendar Year	Contribution Rate	Taxable Wage Ceiling	Total Contributions	Other Income <sup>B</sup>	Year-End Fund Balance	Adequacy Rate
2004 <sup>A</sup>	1.18%	\$68,829	\$4,706,300,000	\$70,600,000	\$1,770,200,000	49%
2005	1.08%	\$79,418	\$4,792,300,000	\$116,800,000	\$2,796,200,000	72%
2006	0.80%	\$79,418	\$3,759,600,000	\$182,500,000	\$2,678,000,000	66%
2007	0.60%	\$83,389	\$3,034,200,000	\$178,500,000	\$1,570,600,000	36%
2008	0.80%	\$86,698	\$3,947,700,000	\$121,200,000	\$894,300,000	19%
2009	1.10%	\$90,669	\$5,158,800,000	\$74,300,000	\$1,075,900,000	21%
2010	1.10%	\$93,316	\$5,500,500,000	\$66,000,000	\$1,540,900,000	30%
2011	1.20%	\$93,316	\$5,772,500,000	\$86,600,000	\$1,967,300,000	44%
2012	1.0%	\$95,585	\$5,278,400,000	\$50,200,000	\$1,886,800,000	49%
2013	1.0%	\$100,880	\$5,524,100,000	\$41,600,000	\$2,240,300,000	55%
2014	1.0%	\$101,636	\$5,816,300,000	\$53,100,000	\$2,575,300,000	58%
2015	0.9%	\$104,378	\$5,576,700,000	\$63,300,000	\$2,557,000,000	56%
2016	0.9%	\$106,742	\$5,925,200,000	\$64,900,000	\$2,839,700,000	52%
2017	0.9%	\$110,902	\$6,181,100,000	\$82,700,000	\$2,864,300,000	49%
2018	1.0%	\$114,967	\$7,344,912,000	\$113,821,000	\$3,112,375,000	43%
2019	1.0%	\$122,909	\$7,878,784,000	\$129,471,000	\$3,294,082,000	41%
2020	1.0%	\$122,909	\$7,596,281,741	\$112,702,946	\$2,113,053,692	24%
2021	1.20%	\$128,298	\$10,118,403,087	\$89,818,366	\$3,004,135,661	32%
2022	1.10%	\$145,600	\$9,755,327,300	\$32,749,310	See Note <sup>C</sup>	41%

A. Employees' contributions to the Disability Fund increased on January 1, 2004, to cover the costs for Paid Family Leave benefits. However, benefits were not available until July 1, 2004.

B. Other income includes interest earned on the fund balance, interest from Unemployment Insurance loans of 2011 and 2012, assessments on voluntary plans, and uncollected benefits from individuals that filed a claim.

C. Data from January 2022 through November 2022.

Note: Total contributions, other income, and year-end fund balance are rounded to the nearest \$100,000. Fund balances do not include DI fund forecasts (which exclude UI loan payments).

## Chapter Three: Who Gets Benefits and How the Program Works

### How Much You Need to Earn to Get Benefits

Paid Family Leave (PFL) benefits are payable to workers that are attached to the labor market prior to their family leave period, has a loss of wages because of the family leave, and has sufficient prior earnings in a 12-month period called the “base period” (5 to 18 months before the claim begins). To be attached to the labor market they must be employed, looking or registered for work, or have an active Unemployment Insurance (UI) claim in payment status within 90 calendar days from their last day of work. Anyone not attached to the labor market is not eligible for PFL benefits.

Length or tenure of employment with an employer does not affect eligibility. If an individual works part-time or at times before their PFL claim and they are unable to perform their regular work and have a loss of wages due to their family leave, they are still eligible to receive PFL benefits. Individuals must earn at least \$300 from which State Disability Insurance (SDI) deductions were withheld during their base period.

To qualify for SDI benefits, an employee must have had SDI payroll deductions from their current or past job in the 5 to 18 months before their claim starts. Benefits can only be paid if the employee contributed to SDI and is otherwise eligible.

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*“Paid Family Leave provided the peace of mind when it provided benefits to me, so I can focus on my family.”*

**Russ D.**

**Cameron Park, California**

However, if an employee is misclassified by their employer, for example an independent contractor, we will review the issue. The employee can send us documents to support their claim, such as:

- Paystubs.
- A wage and tax statement.
- A W-2 form.

### What PFL Covers – Care, Bonding, and Military Assist Claims

Customers are eligible for up to 8 weeks of PFL benefits within a 12-month period. The eight weeks of benefits can be paid consecutively or may be split up while the customer is working part-time or intermittently because of their family leave.

**Caregiving:** Available to customers to care for a seriously ill child, parent, parent-in-law, grandparent, grandchild, sibling, spouse, or registered domestic partner.

PFL defines “seriously ill” as an illness, injury, impairment, or physical or mental condition that requires:

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

**Bonding:** Available to parents welcoming a new child into the family through birth, adoption, or foster care placement within the past 12 months. Foster and adopted children must be under the age of 18.

A “parent” is an individual, spouse, or registered domestic partner who will be serving as a parent for the child.

**Military Assist:** Available to customers to participate in a qualifying event resulting from a spouse, registered domestic partner, parent, or child’s military deployment to a foreign country.

A “qualifying event” may include:

- Making financial arrangements.
- Child or parental care arrangements.
- Attending a military sponsored event.
- Helping a military family member during rest and recuperation leave.

## How to File a Claim

An individual has two ways to file a claim:

### 1. Online (Recommended)

Filing through SDI Online is highly recommended, as it helps expedite claim review and processing.

### 2. By Mail

Claimants may also file by mailing a completed claim form along with all required supporting documents to initiate processing.

## Important Submission Deadlines

### Paid Family Leave (PFL) Claims

- Must be filed within 41 days of the intended leave start date.
- Claims cannot be submitted before the first day the family leave begins.

### Filing a Claim: Instructional Videos

To assist with the claim process, we provide the following how-to videos:

- [How to file a Paid Family Leave Claim using SDI Online \(YouTube\)](#)
- [How to file a Paid Family Leave Claim by Mail \(YouTube\)](#)
- [How to file a Disability Insurance Claim using SDI Online \(YouTube\)](#)
- [How to transfer from Disability Insurance to Paid Family Leave \(YouTube\)](#)

All videos are also available in Spanish.

## When Are Claims Paid?

The EDD pays claims within 14 days of receiving a completed claim from an eligible customer.

After a Paid Family Leave (PFL) application is processed, the Employment Development Department (EDD) will mail important documents within approximately two weeks. To avoid any confusion or delays, all documents should be carefully reviewed.

### *Notice of Computation (DE 429DF)*

This form shows the potential weekly benefit amount. It does not confirm eligibility for PFL benefits. Recipients should review this form immediately and contact the EDD to correct any errors to prevent payment delays.

### *Electronic Benefit Payment Notification (DE 2500E)*

Eligible claimants will receive this form, which contains important information regarding their benefit payments.

### *Request for Eligibility Information for Paid Family Leave (DE 4366PFL) or Request for Additional Information (DE 2566)*

Applicants who filed by mail or whose identity could not be immediately verified may receive one of these forms. To avoid further processing delays, claimants should refer to the Acceptable Documents for Verification webpage for guidance on submitting proper identification.

## Benefit Information

PFL provides partial wage replacement benefits which varies depending on the customers income bracket. The weekly benefit amount is based on a seven-day calculation. Benefits are payable on weekends.

We will send an *Electronic Benefit Payment (EBP) Notification* (DE 2500E) when payment is issued. Benefit payments are deposited by card, check, or direct deposit. We changed the bank we use to issue debit cards for unemployment, disability, and PFL benefit payments. **On February 15, 2024**, benefits were no longer issued to a Bank of America debit card. Instead, these benefits are issued to a new Money Network prepaid debit card.

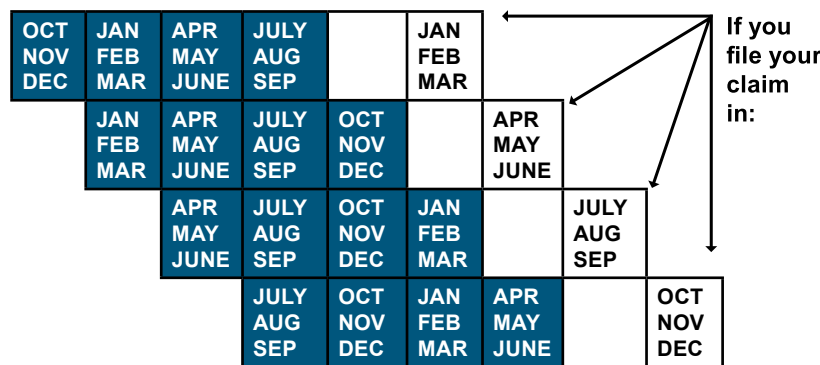
Individuals can choose how they receive their benefits. They will select their preferred payment method when filing a claim.

Customers who use all eight weeks of benefits consecutively will receive payments every two weeks for the duration of their claim. Customers returning to work before using all eight weeks are paid through the day before their return-to-work date. If the customer is working intermittently, they should report the intermittent work on their claim form.

## Weekly Benefit Amounts and Calculations

We calculate a customer’s weekly benefit amount from wages earned within their base period. The customer’s base period includes wages reported by their employers that were subject to SDI withholding and earned approximately 5 to 18 months before their claim begins. The customer’s base period is a 12-month period or 4 consecutive quarters of 3 months each. The base period is determined by the start date of their claim. The base period does not include wages paid at the time their claim begins.

The following information may be used to determine the base period for a claim:



The shaded area represents the base period. The non-shaded area represents the month the claim is filed.

**Example:** When a customer files a claim in January, February, or March, the base period is the 12 months ending September 30. A claim beginning February 14 has a base period that starts October 1 and ends September 30.

The quarter with the highest earnings in the base period is used to calculate the weekly benefit amount. Once the quarter with the highest earnings is determined, that amount is divided by 13, number of weeks in a quarter, and multiplied by the customer’s wage replacement rate and rounded up to the nearest dollar. Customers can use the [Disability Insurance and Paid Family Leave Calculator](http://edd.ca.gov/Disability/PFL_Calculator.htm) (edd.ca.gov/Disability/PFL\_Calculator.htm) for a weekly benefit amount estimate. The formula used to determine the wage replacement rate is based on the state average quarterly wage. For the current year’s formula to determine the wage replacement rate visit, [Calculating Paid Family Leave Benefit Payments Amounts](http://edd.ca.gov/Disability/Calculating_PFL_Benefit_Payment_Amounts.htm) (edd.ca.gov/Disability/Calculating\_PFL\_Benefit\_Payment\_Amounts.htm).

## Income That May Affect Your Benefits

Certain types of income, if received at the same time as PFL benefits, could be in conflict. The following income should always be reported to us:

- Sick leave pay.
- Paid time off.
- Vacation.
- Annual leave.
- Military pay.
- Residuals.
- Holiday pay.
- Self-employment income.
- Commissions.
- Bonuses.
- Bereavement pay.
- Insurance settlements.
- Disability Insurance and Unemployment Insurance benefits.
- Workers' compensation benefits.
- Wages, including modified duty or part-time earnings.

If the customer receives income, their benefit amount may be decreased depending on the amount and type of income being received. Unreported income can lead to overpayment, which may result in penalties and a false statement disqualification.

## Who is Not Eligible for Benefits

An individual is not eligible for benefits if they:

- Are receiving disability, unemployment, or workers' compensation benefits.
- Are not working or looking for work at the time they begin their family leave.
- Do not have a loss of wages.
- Are in custody due to conviction of a crime.
- Do not have at least \$300 of wages in their base period.
- Do not contribute to the SDI Fund.
- Do not have a qualifying caregiving, bonding, or military event.

## What to do if Benefits are Denied

If a customer does not agree with all or part of a denial of benefits, they have the right to file an appeal to an Administrative Law Judge. If they do not agree with all or part of the Notice of Computation, they have a right to contest their benefit amount to us. The appeal does not need to be formal, but it must be in writing. The appeal must be submitted within 30 days of the mailing date on their enclosed notice. Upon review, if a determination is reversed, the customer is paid if otherwise eligible. If the determination is not reversed, the appeal is forwarded to the Office of Appeals for a hearing before an Administrative Law Judge.

## Chapter Four: Program Numbers and Trends

### Paid Family Leave Program Statistics

Calendar Year	Total First Claims Filed	Total Benefits Authorized	Average Weekly Benefits Paid	Maximum Weekly Benefit Amount (Offered by the EDD for PFL)
2004 (July to December)	75,776	\$162,915,720	\$415	\$728
2005	156,249	\$343,731,507	\$431	\$840
2006	166,174	\$374,729,374	\$444	\$840
2007	183,344	\$427,006,273	\$459	\$882
2008	200,102	\$482,701,743	\$474	\$917
2009	187,916	\$469,339,424	\$491	\$959
2010	200,921	\$506,428,264	\$499	\$987
2011	205,833	\$519,587,715	\$502	\$987
2012	214,091	\$554,221,807	\$517	\$1,011
2013	217,259	\$582,048,866	\$537	\$1,067
2014	238,576	\$652,528,964	\$546	\$1,075
2015	237,862	\$670,947,796	\$560	\$1,104
2016	256,839	\$752,844,672	\$581	\$1,129
2017	259,751	\$797,315,859	\$609	\$1,173
2018	284,218	\$971,574,173	\$670	\$1,216
2019	297,447	\$1,049,420,684	\$702	\$1,252
2020	288,777	\$1,263,352,713	\$742	\$1,300
2021	303,090	\$1,554,040,768	\$ 775	\$ 1,357
2022	311,667	\$1,576,760,842	\$788	\$1,540

Data from January 2022 through November 2022.

## Claimant Demographics - PFL Total First Claims Filed

Calendar Year	Bonding Claims				Care Claims				Military Assist Claims				Total PFL Claims Filed			
	Female	Male	Un-known*	Total	Female	Male	Un-known*	Total	Female	Male	Un-known*	Total	Female	Male	Un-known*	Total
2004	56,279	10,178	54	<b>66,511</b>	6,460	2,788	17	<b>9,265</b>	0	0	0	<b>0</b>	62,739	12,966	71	<b>75,776</b>
2005	112,155	24,810	110	<b>137,075</b>	13,325	5,799	50	<b>19,174</b>	0	0	0	<b>0</b>	125,480	30,609	160	<b>156,249</b>
2006	118,112	28,223	124	<b>146,459</b>	13,663	6,020	32	<b>19,715</b>	0	0	0	<b>0</b>	131,775	34,243	156	<b>166,174</b>
2007	127,754	33,804	146	<b>161,704</b>	14,994	6,613	33	<b>21,640</b>	0	0	0	<b>0</b>	142,748	40,417	179	<b>183,344</b>
2008	137,566	39,833	176	<b>177,575</b>	15,454	7,038	35	<b>22,527</b>	0	0	0	<b>0</b>	153,020	46,871	211	<b>200,102</b>
2009	129,024	38,775	149	<b>167,948</b>	13,708	6,220	40	<b>19,968</b>	0	0	0	<b>0</b>	142,732	44,995	189	<b>187,916</b>
2010	130,564	46,541	220	<b>177,325</b>	16,292	7,248	56	<b>23,596</b>	0	0	0	<b>0</b>	146,856	53,789	276	<b>200,921</b>
2011	130,862	49,660	236	<b>180,758</b>	17,162	7,856	57	<b>25,075</b>	0	0	0	<b>0</b>	148,024	57,516	293	<b>205,833</b>
2012	132,781	54,533	269	<b>187,583</b>	18,026	8,433	49	<b>26,508</b>	0	0	0	<b>0</b>	150,807	62,966	318	<b>214,091</b>
2013	133,584	57,516	257	<b>191,357</b>	17,627	8,232	43	<b>25,902</b>	0	0	0	<b>0</b>	151,211	65,748	300	<b>217,259</b>
2014	143,668	66,144	268	<b>210,080</b>	19,377	9,090	29	<b>28,496</b>	0	0	0	<b>0</b>	163,045	75,234	297	<b>238,576</b>
2015	142,538	66,945	293	<b>209,776</b>	19,100	8,950	36	<b>28,086</b>	0	0	0	<b>0</b>	161,638	75,895	329	<b>237,862</b>
2016	148,189	75,772	306	<b>224,267</b>	21,922	10,606	44	<b>32,572</b>	0	0	0	<b>0</b>	170,111	86,378	350	<b>256,839</b>
2017	146,933	80,769	281	<b>227,983</b>	21,606	10,111	51	<b>31,768</b>	0	0	0	<b>0</b>	168,539	90,880	332	<b>259,751</b>
2018	150,913	93,775	345	<b>245,033</b>	26,455	12,671	59	<b>39,185</b>	0	0	0	<b>0</b>	177,368	106,446	404	<b>284,218</b>
2019	155,192	100,367	347	<b>255,906</b>	27,905	13,555	81	<b>41,541</b>	0	0	0	<b>0</b>	183,097	113,922	428	<b>297,447</b>
2020	145,777	103,373	299	<b>249,449</b>	26,127	13,155	43	<b>39,325</b>	3	0	0	<b>3*</b>	171,907	116,528	342	<b>288,777</b>
2021	144,454	113,959	330	<b>258,743</b>	29,498	14,670	69	<b>44,237</b>	79	31	0	<b>110</b>	174,031	128,660	399	<b>303,090</b>
2022	149,848	116,428	351	<b>266,627</b>	29,642	15,193	64	<b>44,899</b>	117	24	0	<b>141</b>	179,607	131,645	415	<b>311,667</b>

Data from January 2022 through November 2022.

\* "Unknown" denotes that the claimant did not respond.

\* Data includes Military Assist claims that were filed in 2021 with a claim effective date of 2020. These claims were disqualified and not paid. Military Assist did not implement until January 1, 2021.

## Chapter Five: Physician/Practitioner Roles and Responsibilities

### Employers

Employers are required to provide new hires or employees who may need to file for Paid Family Leave (PFL) benefits with the [Paid Family Leave \(DE 2511\)](http://edd.ca.gov/pdf_pub_ctr/de2511.pdf) (edd.ca.gov/pdf\_pub\_ctr/de2511.pdf) brochure, and display the [Notice to Employees \(DE 1857A\)](http://edd.ca.gov/pdf_pub_ctr/de1857a.pdf) (edd.ca.gov/pdf\_pub\_ctr/de1857a.pdf) in an area accessible to employees.

After a claim is filed, employers receive the *Notice of Paid Family Leave Claim Filed* (DE 2503F) to complete and return to us. The law requires that employers respond within two business days of receiving the notice. The form provides employers with the employee's name, Social Security number, reported last day of work, and the claim start date.

It is the responsibility of employers to determine their own policy concerning how their employees notify them of their family leave.

### Physician/Practitioner

Physician/Practitioner must determine whether their patient's physical or mental health condition requires physical care or emotional support from a family member and how long that care is required.

The health professional or their authorized representative must complete Part D – Physician/Practitioner's Certificate of the [Claim for Paid Family Leave \(PFL\) Benefits \(DE 2501F\)](http://edd.ca.gov/pdf_pub_ctr/de2501f-sample.pdf) (edd.ca.gov/pdf\_pub\_ctr/de2501f-sample.pdf) for care claims only.

Bonding and military assist claims do not require medical certification.

The medical certificate must include:

- Their patient's diagnosis and International Classification of Diseases code.
- The estimated date their patient no longer requires care.
- Estimated duration, including number of hours per day.
- If their patient will need care provided by a family member.
- Their medical license number.

If the health professional provided a recovery date for their patient that was less than eight weeks and their patient needs more care and support from their family member, they must complete a *Paid Family Leave (PFL) Supplemental Claim Certification* (DE 2525XFA).

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***“PFL was an amazing opportunity to help my wife and I transition into becoming new parents. The bonding time it allowed me to have with my newborn son was priceless.”***

***Nephi L.***

***Nephi, Utah***

## Chapter Six: Paid Family Leave Legislative History

The following bills are the laws related to EDD's Paid Family Leave (PFL) from the beginning of the program in 2002 to now:

### Senate Bill 1661

Senate Bill (SB) 1661 (Chapter 901, Statutes of 2002), signed by Governor Davis on September 25, 2002. The legislation provided up to six weeks of wage replacement benefits to workers who take time off work to care for a seriously ill child, spouse, parent, or domestic partner, or to bond with a new child. The law took effect July 1, 2004.

### Senate Bill 727

SB 727 (Chapter 797, Statutes of 2003), signed by Governor Davis on October 10, 2003. SB 727 made clarifying and technical changes to PFL which included defining "disability benefits" to include PFL benefits, differentiating between receipt of vacation pay for purposes of Disability Insurance (DI) and PFL, and specifying that PFL customers must provide a medical certificate for the care recipient even if receiving workers' compensation. These changes took effect on January 1, 2004, for claims starting on or after July 1, 2004.

### Assembly Bill 2188

Assembly Bill (AB) 2188 (Chapter 378, Statutes of 2010), signed into law by Governor Schwarzenegger on September 25, 2010. The legislation took effect immediately on urgency status and clarified conditions in which a Nurse Practitioner may certify to State Disability Insurance (SDI) benefits in collaboration with a physician or surgeon. It also removed the requirement to pay DI benefits by check to allow for electronic benefit payments.

### Assembly Bill 2778

AB 2778 (Chapter 399, Statutes of 2010), signed into law by Governor Schwarzenegger on September 25, 2010. The legislation allowed third party administrators to administer voluntary plans on behalf of clients (must be majority small employers).

### Senate Bill 770

SB 770 (Chapter 350, Statutes of 2013), signed by Governor Brown on September 24, 2013. SB 770 expanded California's PFL benefits to workers who take time off work to care for a seriously ill parent-in-law, grandparent, grandchild, or sibling. The new law took effect July 1, 2014.

### Senate Bill 852

SB 852 (Chapter 25, Statutes of 2014), signed by Governor Brown on June 20, 2014, appropriated federal funds received by the state and deposited in the State Treasury. The Legislature approved a three-year plan to fund outreach activities for the Department's PFL program. This included \$1 million in state fiscal year 2014-15, \$2.5 million in state fiscal year 2015-16, and \$3 million in state fiscal year 2016-17.

### Senate Bill 1083

SB 1083 (Chapter 438, Statutes of 2014), signed into law by Governor Brown on September 18, 2014, and took effect January 1, 2017. The legislation allowed physician assistants to certify SDI claims under the supervision of a physician or surgeon.

### Senate Bill 667

SB 667 (Chapter 357, Statutes of 2015), signed into law by Governor Brown on September 28, 2015, and took effect on July 1, 2016. The legislation redefined a single disability benefit period. Two consecutive disability periods separated by no more than 60 days for the same or similar disability or injury will be determined to be a single disability period. It also announced the waiting period requirement will not apply to customers who have previously met the waiting period requirement on their initial claim and file a subsequent claim within 60 days of the initial benefit period.

## Assembly Bill 908

AB 908 (Chapter 5, Statutes of 2016), signed into law by Governor Brown on April 11, 2016, and took effect on January 1, 2018. AB 908 increased the DI and PFL wage replacement rate from about 55 percent to about 60 to 70 percent (depending on income) of past earnings. It also removed the 7-day, non-payable waiting period for PFL which decreased the length of time to file a timely claim from 49 to 41 days. AB 908's sunset date was extended to January 1, 2023, because of AB 138.

## Assembly Bill 2886

AB 2886 (Chapter 276, Statutes of 2016), signed into law by Governor Brown on September 9, 2016, and took effect on March 1, 2018. The legislation extended the customer appeal submission deadline from 20 days to 30 days from the mailing or personal service of the determination.

## Senate Bill 1123

SB 1123 (Chapter 849, Statutes of 2018), signed into law by Governor Brown on September 27, 2018, and took effect on January 1, 2021. This legislation expanded the PFL program to include eligibility for employees who take time off work due to a "qualifying military event" arising out of the overseas military deployment of the employee's family member.

## Senate Bill 83

SB 83 (Chapter 24, Statutes of 2019), signed into law by Governor Newsom on June 27, 2019, and took effect on July 1, 2020. This legislation extended PFL from six weeks to eight weeks of wage replacement benefits to workers who take time off work to care for a seriously ill family member or to bond with a new child.

## Assembly Bill 138

AB 138 (Chapter 78, Statutes of 2021), signed into law by Governor Newsom on July 16, 2021. The following sections impacted the PFL program and were effective immediately, unless otherwise stipulated.

- Section 6: Requires EDD to print all standard information employee pamphlets concerning SDI programs in English and the seven primary languages.
- Section 12: Extends the sunset date of the current DI and PFL wage replacement rate (60 or 70 percent) because of AB 908 from January 1, 2022, to January 1, 2023 (See Senate Bill 951).
- Section 13: Requires EDD, by January 1, 2024, to provide a person entitled to DI and PFL benefits the option to receive payments by direct deposit, in addition to other payment methods including debit cards and checks.

## Senate Bill 497

SB 497 (Chapter 546, Statutes of 2021), signed into law by Governor Newsom on October 5, 2021. This legislation expands EDD payment options to include direct deposit to customers that are eligible for benefits.

## Senate Bill 951

SB 951 (Chapter 878, Statutes of 2022), signed into law by Governor Newsom on September 30, 2022. This legislation removes Assembly Bill 138 sunset provision. The legislation continues the current wage replacement rates through December 31, 2024, increases the wage replacement rates to 90 percent for lower wage earners and 70 percent for all other covered workers beginning January 1, 2025. Beginning January 1, 2024, removes the taxable wage ceiling for California's highest wage earners.

## Assembly Bill 2123

AB 2123 (Chapter 949, Statutes 2024) was signed into law by Governor Newsom September 29, 2024. Previously, employers could require employees to use up to two weeks of unused vacation time before receiving PFL benefits. Starting January 1, 2025, employers will no longer be allowed to require this. This change applies to disability periods that start on or after January 1, 2025.

## Chapter Seven: Promoting the Program

To educate the public about State Disability Insurance (SDI), including Paid Family Leave (PFL), we created the Outreach Development Section within the Disability Insurance Branch.

### Current Outreach

The Outreach Development Section is made up of two Outreach Units, the Education and Outreach Unit (EOU) and the Paid Family Leave Outreach Unit (PFLOU). Both units work together to provide in-person presentations and webinars to internal and external stakeholders. These can include the military community, California workers, employers, and physician/practitioner to educate and increase awareness about the PFL and DI programs and SDI Online.

The EOU updates and maintains the SDI external website, publications, tutorials, presentations, and videos. The EOU also responds to questions received from external entities, organizations, and agencies. The PFLOU develops and carries out outreach strategies to educate California workers, employers, physician/practitioner, and the military community. They also create and maintain partnerships with stakeholders throughout California and target audiences such as social workers, palliative care, adoption, women's health, and human resources. Our Public Affairs Branch oversees digital marketing efforts targeting PFL customers through social media platforms, such as Facebook, Twitter, LinkedIn, Instagram, and YouTube.

To schedule a webinar, visit the [Outreach Events Calendar](http://edd.ca.gov/Disability/Events_Calendar.htm) (edd.ca.gov/Disability/Events\_Calendar.htm).

### “Moments Matter” Campaign 2014/2015 to 2016/2017

Beginning July 2014, the legislature approved a total of \$6.5 million over a span of three years to increase PFL awareness and inform Californians about benefits. The funding was provided over the following years:

- State Fiscal Year (SFY) 2014-15: \$1 million.
- SFY 2015-16: \$2.5 million.
- SFY 2016-17: \$3 million.



In September 2016, we entered a contract with Mercury LLC and its subcontractor Misfit to implement a statewide media outreach campaign titled “Moments Matter.”

For this campaign EDD, Mercury, and Misfit:

- Developed and released digital and print advertisements, publications, ethnic focused creative assets to reach the diverse, multicultural population of California, and partnerships with the employer and medical provider communities.
- Launched the [PFL microsite](http://edd.ca.gov/en/disability/paid-family-leave/) (edd.ca.gov/en/disability/paid-family-leave/) and the [Disability Insurance and Paid Family Leave Calculator](http://edd.ca.gov/Disability/PFL_Calculator.htm) (edd.ca.gov/Disability/PFL\_Calculator.htm).
- Recorded and aired English and Spanish radio ads promoting bonding, caregiving, and the changes with AB 908.
- Developed partnerships with media outlets including Univision, California Black Media, and the What to Expect website.
- Participated in PFL media briefings, television and radio interviews, outreach events, and conferences targeting human resource professionals, medical providers, and adoptive or foster care organizations and parents.
- Created videos promoting the PFL program. To view a few of these videos, visit the [PFL microsite](http://edd.ca.gov/en/disability/paid-family-leave/) (edd.ca.gov/en/disability/paid-family-leave/) and select State Disability Insurance Tutorials and Videos under Additional Resources.

## “Moments Matter” Campaign 2021/2022

In 2019, the Legislature approved \$8 million for another outreach campaign to continue promoting the PFL program and amplify PFL awareness strategies throughout the state that started with the 2014 “Moments Matter” campaign. The new outreach campaign (SFYs 2020/2022) used similar paid strategies that proved effective for the first campaign, with a special focus on Military Assist benefits.

In June 2021, EDD entered a contract with Misfit and its subcontractors Edelman and Media Solutions to implement a continuation of the “Moments Matter” campaign.

For this campaign, EDD, Misfit, Edelman, and Media Solutions:

- Developed and implemented a cost-effective paid media plan that included: Ethnic-cultural media; Paid Media Strategy (Social Media, Paid Social, and Search Engine Marketing); Television (TV); Radio; Publications.
- Developed culturally and linguistically appropriate collateral materials, which included concept, design, evaluation, and recommendation on the best use of printed and digital marketing collateral while ensuring the messaging is clear and targets current and prospective customers.
- Developed culturally relevant marketing tailored to designated target audiences identified in the 2015 EDD PFL market research report.
- Implemented in depth social media promotions and search engine marketing plans to increase PFL awareness and encourage PFL usage.
- Increased and strengthened partnerships with ethnic media, community, and local health entities, employers, community-based organizations, social workers, advocacy groups, and local agencies and departments servicing similar target populations.

## Paid Family Leave Advocates

We partnered with a coalition of PFL advocacy groups to promote the PFL program. EDD and PFL advocates meet quarterly to collaborate and discuss PFL outreach goals. Participants include representatives from EDD, legislative staff, researchers, community-based organizations, and statewide groups, including but not limited to, employer, labor, caregiver, health care, elderly, and legal services organizations. The advocates are a resource for ideas and help the Department for the continuous improvement of the program. PFL advocates collaborate statewide and in their local communities to provide information and educate the public about the program and legislation that impacts PFL benefits. A list of the advocacy groups can be found under our Paid Family Leave Program Resources in Chapter Nine.

## Chapter Eight: Program Integrity – Fraud Prevention and Detection Efforts

We use several tools to prevent and detect fraud. Our claim filing system alerts staff of potential fraud while data mining, analysis of demographic data, and quality control reviews detect fraud. Staff, employers, physician/practitioners, customers, and the public are requested to report suspected fraud by phone, fax, or email. For more information, visit [Help Fight Fraud](http://edd.ca.gov/about_edd/fraud.htm) (edd.ca.gov/about\_edd/fraud.htm).

As a deterrence tool, EDD may proceed with criminal prosecution and put monetary penalty or a loss of future benefits to anyone who commits fraud. The Disability Insurance Branch's Program Integrity Unit works closely with our Investigation Division. They conduct both internal and external criminal investigations to decide if fraud or embezzlement against our benefit programs has been committed for the Disability Insurance, Tax, and Unemployment Insurance branches.

For more information on fraud prevention and detection efforts, visit [The EDD's Response to Fraud](http://edd.ca.gov/en/about_edd/fraud-response/) (edd.ca.gov/en/about\_edd/fraud-response/) and [Annual Fraud Reports](http://edd.ca.gov/Payroll_Taxes/annual_fraud_reports.htm) (edd.ca.gov/Payroll\_Taxes/annual\_fraud\_reports.htm).

## Chapter Nine: Paid Family Leave Program Resources

The following sections contain links to more PFL information.

### Frequently Asked Questions and Answers

For more information, visit [State Disability Insurance FAQs](http://edd.ca.gov/Disability/FAQs.htm) (edd.ca.gov/Disability/FAQs.htm).

### Fact Sheets, Brochures, and Publications

For a full list of publications, visit [State Disability Insurance Forms and Publications](http://edd.ca.gov/disability/Forms_and_Publications.htm) (edd.ca.gov/disability/Forms\_and\_Publications.htm). For ordering instructions, visit [Online Forms and Publications](http://edd.ca.gov/Forms) (edd.ca.gov/Forms).

- *Paid Family Leave Brochure* (DE 2511)  
Also available in **Armenian, Cantonese, Mandarin, Punjabi, Spanish, Tagalog, and Vietnamese.**
- *Paid Family Leave Flyer* (DE 8519)  
Also available in **Armenian, Cantonese, Mandarin, Punjabi, Spanish, Tagalog, and Vietnamese.**
- *Paid Family Leave Booklet* (DE 8520)
- *Paid Family Leave Fact Sheet* (DE 8714CF)  
Also available in **Spanish.**
- *Guide for Completing a Claim Form for Paid Family Leave (PFL) Benefits* (DE 2475)  
Also available in **Armenian, Cantonese, Mandarin, Punjabi, Spanish, Tagalog, and Vietnamese.**
- *Important Information for Paid Family Leave Claimants* (DE 2515PF)



- *Claim for Paid Family Leave (PFL) Benefits (Sample Form)* (DE 2501F)  
Also available in **Spanish**.
- *Notice to Employees* (DE 1857A)  
Also available in **Armenian, Cantonese, Mandarin, Punjabi, Spanish, Tagalog, and Vietnamese**.
- *Appeal Fact Sheet* (DE 1001)
- *Disability Insurance and Paid Family Leave Weekly Benefit Amounts* (DE 2588)
- *State Disability Insurance Program Fact Sheet* (DE 8714C)  
Also available in **Armenian, Cantonese, Mandarin, Punjabi, Spanish, Tagalog, and Vietnamese**.
- *SDI Online Tips for Claimants* (DE 8515)  
Also available in **Spanish**.
- *SDI Online Tips for Physicians and Practitioners* (DE 8516)
- *SDI Online Tips for Employers* (DE 8518)
- *State Disability Insurance - Webinars* (DE 8527)  
Also available in **Spanish**.
- *State Disability Insurance Paid Family Leave - Military Assist Webinar* (DE 8528)
- *State Disability Insurance - Claimant Webinar* (DE 8525)  
Also available in **Spanish**.
- *State Disability Insurance - Employer Webinar* (DE 8526)  
Also available in **Spanish**.
- *State Disability Insurance - Physician/Practitioner Webinar* (DE 8529)  
Also available in **Spanish**.

## Web Pages

- [Employment Development Department](http://edd.ca.gov)  
(edd.ca.gov)
- [About Paid Family Leave](http://edd.ca.gov/disability/en/paid-family-leave/)  
(edd.ca.gov/disability/en/paid-family-leave/)
- [How to File a Paid Family Leave Claim in SDI Online](http://edd.ca.gov/disability/How_to_File_a_PFL_Claim_in_SDI_Online.htm)  
(edd.ca.gov/disability/How\_to\_File\_a\_PFL\_Claim\_in\_SDI\_Online.htm)
- [How to File a Paid Family Leave Claim by Mail](http://edd.ca.gov/disability/How_to_File_a_PFL_Claim_by_Mail.htm)  
(edd.ca.gov/disability/How\_to\_File\_a\_PFL\_Claim\_by\_Mail.htm)
- [State Disability Insurance Online Informational Tutorials and Videos](http://edd.ca.gov/disability/SDI_Online_Tutorials.htm)  
(edd.ca.gov/disability/SDI\_Online\_Tutorials.htm)
- [Paid Family Leave Community Partner Toolkit](http://edd.ca.gov/disability/pfl-community-partner-toolkit.htm)  
(edd.ca.gov/disability/pfl-community-partner-toolkit.htm)
- [Quick Statistics Overview](http://edd.ca.gov/About_EDD/Quick_Statistics_Overview.htm)  
(edd.ca.gov/About\_EDD/Quick\_Statistics\_Overview.htm)
- [Quick Statistics](http://edd.ca.gov/About_EDD/Quick_Statistics.htm)  
(edd.ca.gov/About\_EDD/Quick\_Statistics.htm)
- [State of California Unemployment Insurance Appeals Board](http://cuiab.ca.gov)  
(cuiab.ca.gov)
- [California Legislative Information](http://leginfo.legislature.ca.gov)  
(leginfo.legislature.ca.gov)
- [Department of Rehabilitation](http://dor.ca.gov)  
(dor.ca.gov)
- [U.S. Department of Labor](http://dol.gov/agencies/whd/fmla)  
(dol.gov/agencies/whd/fmla)

## Paid Family Leave Program Advocates

The Disability Insurance Branch partners with the following PFL advocate organizations:

- [AARP California](http://states.aarp.org/region/california)  
(states.aarp.org/region/california)  
1-888-687-2277
- [ACLU of Southern California](http://aclusocal.org)  
(aclusocal.org)  
1-213-977-9500
- [Assembly Appropriations Committee](http://apro.assembly.ca.gov)  
(apro.assembly.ca.gov)  
1-916-319-2081
- [Assembly Budget Committee](http://abgt.assembly.ca.gov)  
(abgt.assembly.ca.gov)  
1-916-319-2099
- [Assembly Committee on Labor and Employment](http://albr.assembly.ca.gov)  
(albr.assembly.ca.gov)  
1-916-319-2091
- [Bay Area Legal Aid](http://baylegal.org)  
(baylegal.org)  
1-408-283-3700

- [Breastfeed LA](#)  
(BreastfeedLA.org)  
1-323-210-8505  
[info@breastfeedLA.org](mailto:info@breastfeedLA.org)
- [California Black Health Network](#)  
(cablackhealthnetwork.org)  
1-916-333-0613
- [California Budget & Policy Center](#)  
(calbudgetcenter.org)  
1-916-444-0500
- [California Child Care Resource & Referral Network](#)  
(rrnetwork.org)  
1-415-882-0234
- [California Employment Lawyers Association](#)  
(cela.org)  
1-818-703-0587
- [California Hospital Association](#)  
(calhospital.org)  
1-916-443-7401
- [California Labor Federation](#)  
(calaborfed.org)  
1-916-444-3676 (Sacramento)  
1-510-663-4000 (Oakland)  
[info@calaborfed.org](mailto:info@calaborfed.org)
- [California Legislative Women's Caucus](#)  
(womenscaucus.legislature.ca.gov)
- [California Partnership to End Domestic Violence](#)  
(cpedv.org)  
1-916-444-7163
- [California Rural Legal Assistance, Inc.](#)  
(crla.org)  
1-800-337-0690
- [California Small Business Majority](#)  
(smallbusinessmajority.org)  
1-415-887-9829 (San Francisco)  
1-323-990-5512 (Los Angeles)  
1-279-999-9876 (Sacramento)
- [California WIC Program](#)  
(calwic.org)  
1-916-572-0700
- [California Work and Family Coalition](#)  
(workfamilyca.org)  
1-510-473-2216  
[info@workfamily.ca.org](mailto:info@workfamily.ca.org)
- [Caring Across Generations](#)  
(caringacross.org)

- [Center for Economic and Policy Research](#)  
(cepr.net)  
1-202-293-5380  
[info@cepr.net](mailto:info@cepr.net)
- [Center for Workers' Rights](#)  
(rightscenter.org)  
1-916-905-5857
- [Center for WorkLife Law](#)  
(worklifelaw.org)  
1-415-565-4640
- [Children Now](#)  
(childrennow.org)  
1-916-379-5256
- [First5 California](#)  
(ccfc.ca.gov)  
1-916-263-1050
- [First 5 Center for Children's Policy](#)  
(first5center.org)  
1-510-227-6988
- [Gap, Inc.](#)  
(gapinc.com/en-us)  
1-415-427-5874
- [Human Impact Partners](#)  
(humanimpact.org)  
1-510-452-9442
- [Legal Aid at Work](#)  
(legalaidthatwork.org)  
1-415-864-8848
- [Legal Services of Northern California](#)  
(lsnc.net)  
1-916-551-2150
- [Los Angeles Care Giver Resource Center](#)  
(fcsc.usc.edu)  
1-855-872-6060
- [Los Angeles LGBT Center](#)  
(lalgbtcenter.org)  
1-323-993-7400
- [Mental Health Advocacy Services](#)  
(mhas-la.org)  
1-213-389-2077
- [Mixteco](#)  
(mixteco.org)  
1-805-247-1188
- [Neighborhood Legal Services of Los Angeles County](#)  
(nlsa.org)  
1-800-433-6251

- [Orange County Labor Federation](#)  
(oclabor.org)  
1-714-385-1534
- [Parent Voices](#)  
(parentvoices.org)  
1-415-882-0234
- [Puertas Abiertas Community Resource Center](#)  
(puertasabiernasapa.org)  
1-707-224-1786
- [Salud Para La Gente](#)  
(splg.org)  
1-831-728-0222
- [San Mateo County Health](#)  
(smchealth.org)  
1-650-573-2501
- [SEIU Local 99](#)  
(seiu99.org)  
1-213-487-7211
- [Senator Maria Elena Durazo](#)  
(sd24.senate.ca.gov)  
1-916-651-4024
- [Small Business Majority](#)  
(smallbusinessmajority.org)  
1-279-999-9876 (Sacramento)  
1-559-777-2533 (Fresno)  
1-415-887-9829 (San Francisco)  
1-323-990-5512 (Los Angeles)
- [The Restaurant Opportunities Centers \(ROC\) United - Los Angeles](#)  
(rocunited.org)  
1-213-380-1020
- [UCFW Western States Council](#)  
(ufcwwest.org)  
1-213-487-7070 (Los Angeles)  
1-415-861-7840 (San Francisco)  
1-619-298-7772 (San Diego)
- [Watsonville Law Center](#)  
(watsonvillelawcenter.org)  
1-831-722-2845
- [Western Center on Law and Poverty](#)  
(wclp.org)  
1-213-487-7211 (Los Angeles)  
1-916-442-0753 (Sacramento)

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