



# Paid Family Leave 101



CALIFORNIA  
Work & Family  
COALITION



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**Work & Family**  
COALITION



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# #PaidLeaveForAll



## Who we are

The California Work & Family Coalition is a statewide alliance of organizations united in the belief that all people should have the time and resources to care for themselves and each other. Through organizing, advocacy and education, we are fighting for a world where all workers and family members have access to paid leave to bond with new children and care for our families.



# California Paid Family Leave Basics

# Paid Family Leave (PFL) and Disability Insurance (DI)

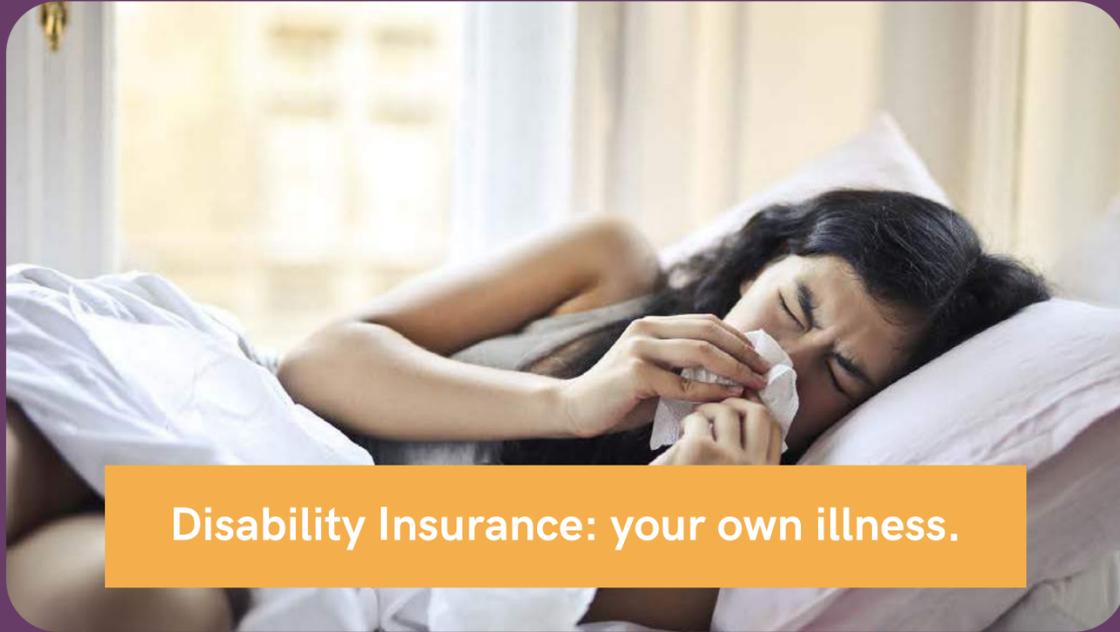
Paid Family Leave and Disability Insurance are like two halves of a whole.

They are both **wage replacement programs** funded by the California State Disability Insurance Fund, which is funded through employee taxes—YOUR TAXES!

In California, we have pay for when you can't work if you are:

- pregnant
- disabled
- caring for a family member
- bonding with a new child





Disability Insurance: your own illness.



Disability Insurance: pregnancy-related condition.



Paid Family Leave: bond with a new child.



Paid Family Leave: care for ill family.



Prepare for a military exigency

# Eligibility Requirements for Paid Family Leave + State Disability Insurance

1. Paying into State Disability Insurance (SDI).

2. earned at least \$300 from which SDI deductions were withheld during the base period.  
[EDD Calculator](#)

## Paid Family Leave (PFL)

- Have a new child or need to care for a seriously ill family member.

## State Disability Insurance (SDI)

- You must be unable to do regular or customary work due to your own serious illness or disability (including pregnancy)
- You must be in labor market and must have suffered wage loss

# How do I know if I'm contributing to SDI?

Pay stub for period: 12/16/2015 - 12/31/2015

Buffer Inc  
44 Tehama Street  
San Francisco, CA 94105

ADVICE OF DEPOSIT

Date: 12/31/2015

Mary C Jantsch

Net Pay: \$ 2581.27

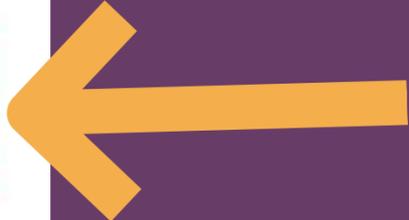
San Francisco, CA

PAY	Hours	Rate	Current	YTD
Salary			3837.83	89351.28
Retro			0.00	666.67

TAXES WITHHELD	Current	YTD
Federal Income Tax	676.91	15731.96
Social Security	237.94	5581.11
Medicare	55.65	1305.26
CA Income Tax	251.52	5822.68
CA State Disability Ins	34.54	810.16

SUMMARY	Current	YTD
Total Pay	3837.83	90017.95
Deductions	0.00	0.00
Taxes	1256.56	29251.17

Net This Check: \$2,581.27  
Acct#....8134: \$2,581.27



# Qualifying Reasons for Paid Family Leave

Paid Family Leave provides **partial pay** for the following qualifying reasons:

- **For Parents:**
  - to bond and care for a newborn, adopted or foster child
  - must take leave within the first year after birth or placement
- **For Caregivers:**
  - to care for a seriously ill family member
  - the family member must be a child, spouse, domestic partner, parent, grandparent, grandchild, parent-in-law or a sibling of the person who requests leave.





## While on Paid Family Leave or State Disability Insurance:

- Provide partial wage replacement - **60% or 70%** of normal weekly wages, up to \$1,540 per week
- You can receive Paid Family Leave for **up to 8 weeks.**
- You can receive State Disability Insurance for up to **52 weeks.**
- Leave can be taken all at once or in parts (hourly/daily/weekly).
- Apply through the EDD website within 41 days (or later with good cause).

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**\*Citizenship and immigration status do not affect the eligibility of Paid Family Leave benefits.**

# Paid Family Leave: **Workers Not Eligible**

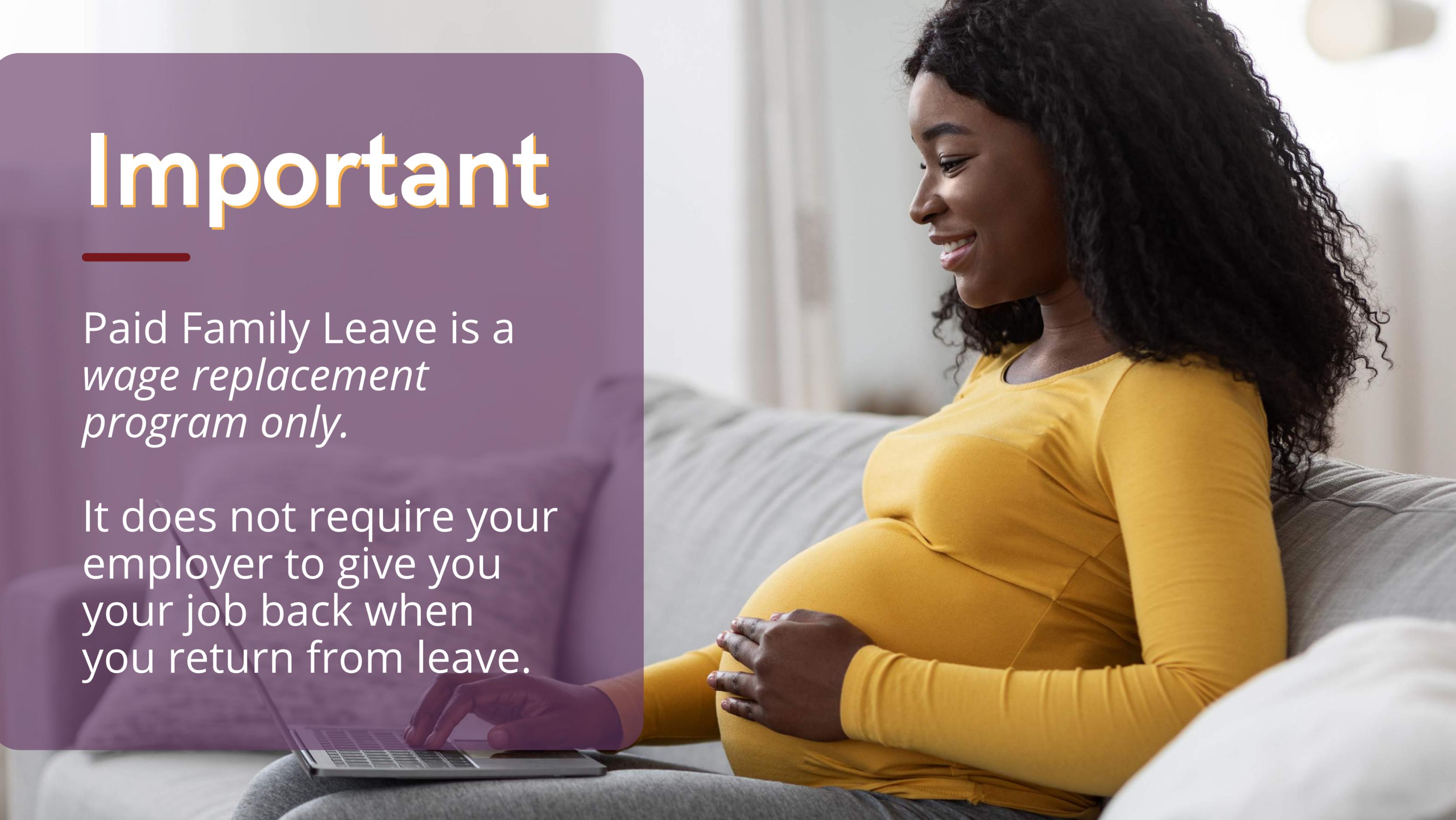
- There are many organization that do not automatically pay into CA SDI as they might have thier own paid leave program
  - Government / Federal Workers
  - Independent Contractors
  - Self Employed / Freelance
- It's best to speak to human resources or a union representative to understand the paid leave rights at your job, if not eligible for CA SDI
- There are ways to opt into CA SDI through Disability Inurance Elective Coverage (DIEC).

# Important

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Paid Family Leave is a *wage replacement program only.*

It does not require your employer to give you your job back when you return from leave.



# What is Job Protection?

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- Your employer is only required to protect your job if you are covered by separate state and federal laws
- If you qualify for job protection, your employer must guarantee your job or a comparable job when you return from leave and maintain your benefits during leave. Refusing your request for leave or retaliating against you for using or attempting to use leave is also prohibited.



# Job Protection Laws



**California Family Rights Act  
(CFRA)**

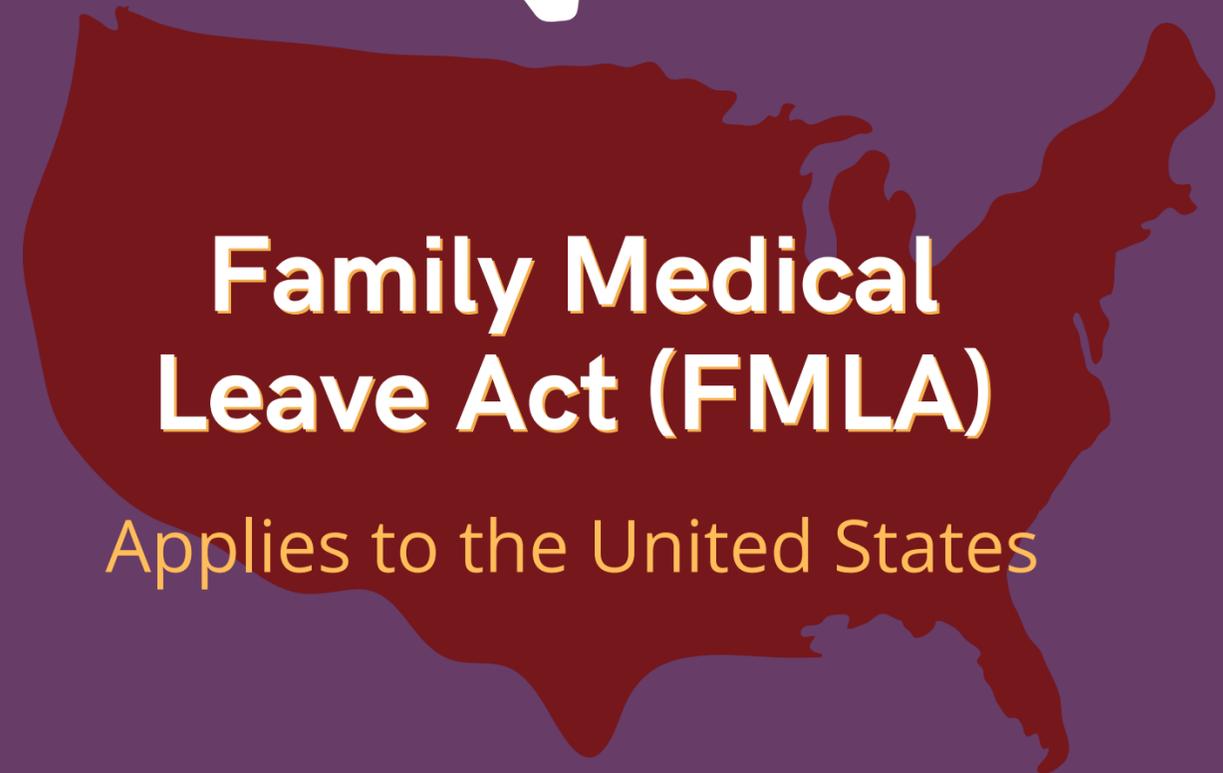
**Pregnancy Disability Leave  
(PDL)**

Applies to California only



**Family Medical  
Leave Act (FMLA)**

Applies to the United States



A woman with curly hair is wrapped in a blue quilted blanket, holding a light blue mug. She is looking down at the mug with a slight smile. The background is a soft-focus indoor setting with a green plant.

# Paid Sick and Safe Days

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# What are Paid Sick and Safe Days?

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- Paid sick and safe days can be used for your own illness or to care for a family member—including the diagnosis, care, and treatment of an existing health condition or preventative care, like annual check ups.
- **They can also be used to seek care or services related to domestic violence, sexual assault, or stalking.**



# Eligibility Requirements Paid Sick and Safe Days

- All California workers working 30 or more days within a year must be given up to a minimum of 24 hours or 3 days of paid sick leave per year. It's the law.
- Employed for at least 90 days and worked in California for 30 days
- Accrued amount of time for leave (1 hour of paid leave for every 30 hours worked)
- You can decide how much paid sick time to use at once (for example, a half-day of work), but your employer can require you to use at least two hours at a time.

# Employer Responsibilities

- Your employer must pay you 100% of your regular rate of pay.
- Employers cannot deny requests for paid sick days.
- An employer does not have to know why you are using your paid sick days.
- Your employer cannot require you to find a co-worker to cover your absence as a condition of using leave.



# Notifying Your Employer

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- You should notify your employer as soon as you can when you know that you need to use your paid sick days.
- With an unanticipated illness or medical emergency, it is ok to notify your employer as soon as is practical.
- Your employer cannot require documentation, such as a doctor's note, as a condition of using the leave, unless you take three or more days in a row.



# Impacts of Paid Family Leave and Paid Sick Days

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- Allow people caring for a family member to remain in the workforce.
- Improve people's economic independence, which helps prevent intimate partner violence.
- Improve employee productivity and retention in a workplace.
- Help close the pay gap between men and women.
- Increase the number of people receiving preventative care, which lowers long-term healthcare costs.

# Barriers to Paid Leave

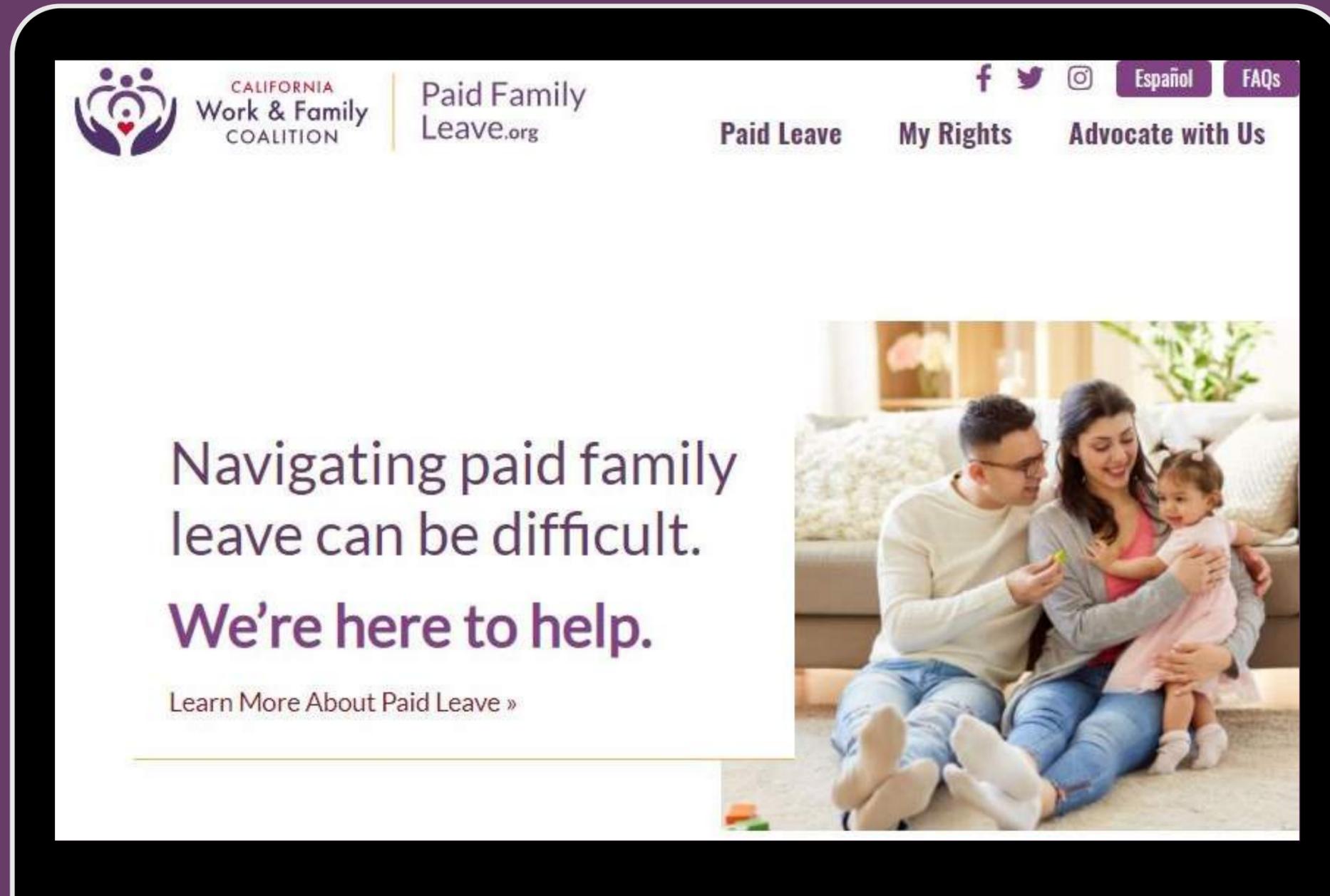
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- Lack of Awareness (communities of color, non-birthing parents, caregivers)
- Administrative Barriers (language, application, access)
- Policy Barriers (wage replacement, inclusive family definitions, job protection)

Questions?



# paidfamilyleave.org



# KYR Paid Leave in California



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Email Templates to Send to Your Employer

Script for Meeting with Your Employer

Paid Leave toolkit in English, Spanish, Mandarin, Korean, and Vietnamese.

**CLICK [HERE](#) TO SEE!**

# Resources

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## Understanding Paid Leave:

- California Work & Family Coalition: [Paid Leave: What is it, Who Can Use it and How to Apply](#).
- California Work & Family Coalition: [El Permiso Familiar Pagado: Que es, Quien Puede Usarlo, y Como Solicitarlo](#)
- Employment Development Department: Paid Leave Information in [English](#) and [Spanish](#)

## Resources for New Parents:

- Legal Aid at Work: [Pregnancy/Parenting and My Job](#)
- Legal Aid at Work: Work & Family [Resources](#) and Helpline: 1-800-880-8047

## Employment Development Department:

- [SDI Online Tutorial](#) (Step-by-Step Guide to Fill Out Claims such as PFL)
- [Tutorial Videos, PDF Slides, and Other Resources](#)

Free Two-Part Live Webinar Series!

## PAID FAMILY LEAVE & LACTATION

July 21st: Taking Time to Bond: Understanding How to Navigate Paid Family Leave

July 28th: Returning To Work: Lactation Accommodations

Join us on July 21st & July 28th from  
10 am - 11:30 am!

Register today!

[Webinar 1](#)

[Webinar 2](#)



July 21 & 28  
10AM-11:30 AM PDT

Thank you!

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