Paid Family Leave for Working Family Caregivers Script

Slide 1 – Paid Family Leave for Working Family Caregivers

Introduce presenters and collaborators. Define presentation objectives.

Presentation objectives: The Paid Family Leave for Working Family Caregivers webinar is for family caregivers who have a job in addition to the support they provide to a care recipient (e.g., a relative). This presentation means to review California Paid Family Leave basics including how a working professional can qualify for this benefit, how to apply, and how the benefit is used to support caregiving demands.

Slide 2 – Housekeeping (optional)

Review Zoom or other virtual platforms' communication basics such as how to raise one's hands, use the chat function, and mute/unmute. Note that some participants may prefer to join by phone and their functions may vary or be limited.

Slide 3 – Agenda

Review the agenda for the presentation and provide an update throughout the presentation.

- What is paid family leave?
- Eligibility requirements
- Introduction to the application process
- Frequently asked questions
- Resources and support

Slide 4 – What is Paid Family Leave?

PFL definition: Paid Family leave is a program run by the Employment Development Department (EDD) that provides up to eight weeks of partial wage replacement in a twelve-month period. Paid Family Leave is utilized when a working person must take time off work to care for a seriously ill family member.

Slide 5 – Three Benefits of Paid Family Leave

Review the three aspects of Paid Family Leave that are most important: the duration of the leave, wage replacement amount, and intermittent or consecutive use.

Paid family leave covers up to eight weeks.

The wage replacement rate is 60-70% of your average weekly income earned in the 5-18 months before the claim start date.

The eight weeks of Paid Family Leave may be used consecutively or intermittently. That means family caregivers can take the eight weeks all at once or spread the time throughout the 12 months as needed.

Slide 6 – Paid Family Leave vs. Disability Insurance

Discuss that Paid Family Leave and Disability Insurance are two separate programs. Both are wage replacement methods.

- **Paid Family Leave**
  - Paid Family Leave is to care for a seriously ill family member.
- **Disability Insurance**
  - Disability insurance is for a personal health condition change. Provide an example.

Slide 7 – Requirements

Discuss eligibility requirements.

- Workers must be caring for a family member with a serious health condition. Examples to follow.
- Workers must pay into the CA State Disability Insurance (CA SDI).
  - Must have earned at least $300 from which SDI deductions were withheld during the base period.
- Citizenship and immigration status do not affect eligibility.

Slide 8 – Care recipient

Discuss qualifying family members and care recipient health conditions.

A Paid Family Leave claim may be filed to care for a parent, parent-in-law, child, grandparent, grandchild, sibling, spouse, and registered domestic partner. Some reasons for support include sudden health changes after an accident or medical procedure, and chronic health conditions impacting a person's independence such as Traumatic Brain Injury or a cancer diagnosis.

Slide 9 – Health Conditions

Discuss qualifying health conditions with more examples.

Sudden health conditions may arise requiring support from family members. These health conditions include a stroke, heart attack, or surgery. Additionally, chronic health conditions such as Diabetes, COPD, and epilepsy may also require family support when there is a significant medical decline or change.

Note: Cosmetic treatments, common cold and flu, earaches, upset stomachs, minor ulcers, and non-migraine headaches, do not qualify as a serious health condition unless complications arise.

Slide 10 – CA SDI Contributions

Review the pay slip example.

To confirm your California State Disability Insurance contributions check employer pay slips.

Slide 11 – Application process

Introduce the application process.

Emphasize that applications require medical verification.

Provide the online portal option: https://edd.ca.gov/en/disability/SDI_Online/.

Provide the mail option including the telephone number to request the paper application (877) 238-4373.

Provide online portal to order paper applications: https://forms.edd.ca.gov/forms.
Enter the form number "DE 2501F".

State of California
Employment Development Department
P.O. Box 989315
West Sacramento, CA 95798-9315

Slide 12 – FAQ Transition Slide (optional)

Slide 13 – Does Paid Family Leave provide job protection?

Discuss the following points about job protection.

- **Paid Family Leave does not provide job protection.**

The California Family Rights Act may protect a job for 12 weeks or 3 months.

- To qualify for the California Family Rights Act, a worker must be employed for one year, have worked 1250 hours in the twelve months before filing a claim, and work for an employer with at least five employees.

Slide 14 – Who does not qualify for Paid Family Leave?

Discuss the following exceptions for Paid Family Leave eligibility.

- **Organizations that have their own paid leave program**
  - Government/federal workers
  - Independent contractors
  - Self-employed/freelance workers
- **Connect with a Human Resources or union representative to request clarification about CA SDI**

Workers may opt into CA SDI through Disability Insurance Elective Coverage.

Slide 15 – Family members outside of California and overseas

Discuss eligibility for workers supporting a family member who lives outside of California.

Working professionals who are family caregivers for a seriously ill family member who lives outside of California and the United States may utilize Paid Family Leave. Eligibility requirements are the same: a working person must be supporting a seriously ill family member and must have paid into CA SDI.

Slide 16 – What if I provide care for more than one person?

Discuss that Paid Family Leave only covers eight weeks within a twelve-month period.

Emphasize that if caring for multiple family members, a working professional must submit separate applications for each seriously ill family member. However, Paid Family Leave will only cover a total of eight weeks for all family members who are ill.

Slide 17 – What if someone else also cares for my family member who is ill?

Discuss that multiple working professionals can apply for Paid Family Leave to provide care to the same family member.

If this is the case, and two workers are supporting their family members, they cannot duplicate their days or times. Provide example.

Slide 18 – Resources and Support

Review local resources.

The following resources are local and statewide organizations that provide information and assistance to those applying for Paid Family Leave.

Legal Aid at Work provides legal education and expertise on this and many other workers' rights topics. If an application is denied or other barriers arise, contact Legal Aid at Work.

The Employment Development Department can also address claim-related questions or concerns.

Slide 19 – Thank You

Concluding slide.