USC Leonard Davis Family Caregiver Support Center

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LOS ANGELES CAREGIVER RESOURCE CENTER
A Program of the USC Family Caregiver Support Center

Paid Family Leave for Family Caregivers Fact Sheet

CA Paid Family Leave (PFL) provides benefit payments to people who need to take time away from work to care for a seriously ill family member.

If eligible, you can receive benefit payments for up to eight weeks. Payments are about 60 to 70 percent of your weekly wages earned 5 to 18 months (about 1 and a half years) before your claim start date.

CA PFL provides benefit payments but not job protection. Your job may be protected by other laws, such as the California Family Rights Act (CFRA).

What is a Serious Health Condition for PFL?

A serious health condition is an illness, injury, impairment, or physical or mental condition that requires:

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

NOTE: Unless issues arise, cosmetic treatments, the common cold, flu, earaches, upset stomachs, minor ulcers, and non-migraine headaches do not qualify as a serious health condition.

What are the Eligibility Requirements?

To be eligible for PFL benefit payments, you must:

- Be a caregiver for a seriously ill family member. A qualifying family member is a child, parent, parent-in-law, grandparent, grandchild, sibling, spouse, or registered domestic partner.
- Have paid into State Disability Insurance (noted as "CASDI" on most paystubs) in the past 5 to 18 months (about 1 and a half years).
- Not have taken the maximum eight weeks of PFL in the past 12 months.

Visit Eligibility Requirements to learn more about qualifying for PFL.

NOTE: Citizenship and immigration status do not affect eligibility.

Do I Have to Take the Benefits all at Once?

You can take PFL all at once or split the time (hourly, daily, or weekly) over a 12-month period.

How Do I Apply?

You can apply online or by mail.
Visit SDI Online (edd.ca.gov/SDI_Online).
Order a Claim for Paid Family Leave Benefits (DE 2501F) form by mail from EDD Forms and Publications (edd.ca.gov/forms).
Call **1-877-238-4373**.

Submit your claim no later than 41 days (about 1 and a half months) after you begin your family leave. Do not file before your first day of leave.

For more information on filing a claim for caregiving, including the supporting documents, you need to submit, visit California PFL (edd.ca.gov/PaidFamilyLeave).

For more information and FAQs on California's Paid Family Leave, go to paidfamilyleave.org

Trouble with your Employer?

Contact Legal Aid at Work for for free, confidential legal advice about your rights.

Phone: **(800) 880-8047**
Online: legalaidatwork.org/our-programs/work-and-family-program/

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家庭照顧者帶薪家事假情況說明書

加州帶薪家事假 (PFL) 向需要請假照顧重症家庭成員的民眾提供福利給付。

如果符合條件，您可以領取長達八週的福利給付。補貼金額約為您在申請開始日期之前 5 至 18 個月（約 1 年半）所得週薪的 60% 至 70%。

CA PFL 提供福利給付，但不提供工作保護。您的工作可能受到其他法律保護，例如加州家庭權利法案 (CFRA)。

什麼是 PFL 嚴重健康狀況？

嚴重健康狀況指疾病、受傷、損傷、或身體或精神狀況，需要：

- 醫院、安寧療護醫院、或住宅醫療機構的居家或住院護理。
- 由醫生或開業醫生醫生進行持續治療。

請注意：除非出現問題，否則美容治療、普通感冒、流感、耳痛、胃部不適、輕微潰瘍和非偏頭痛均不屬於嚴重健康狀況。

有什麼資格要求？

您必須符合以下資格才能獲得 PFL 福利給付：

- 成為重症家庭成員的照顧者。合格的家庭成員指子女、父母、岳父母、祖父母、孫子女、兄弟姐妹、配偶或註冊同居伴侶。
- 在過去 5 至 18 個月（約 1 年半）內已繳納州殘障保險（大部分薪資單上註明為「CASDI」）。
- 過去 12 個月內沒有領取最長 8 週的 PFL。

請造訪 Eligibility Requirements，瞭解有關 PFL 資格的更多資訊。

請注意：公民身份和移民身份不影響資格。

我必須一次性領完所有福利嗎？

您可以一次性領取全部 PFL，也可以在 12 個月內分時段（每小時、每天或每週）領取。

我該如何申請？

您可以透過網絡或郵件申請。
請造訪 SDI Online (edd.ca.gov/SDI_Online)。
透過郵寄方式從 EDD Forms and Publications (edd.ca.gov/forms) 訂購帶薪家事假福利申請表 (DE 2501F)。
致電 **1-877-238-4373**。

請在開始享有家事假後 41 天（約 1 個半月）內提交申請。請不要在休假的第一天之前提交文件。

有關提交護理索賠的更多資訊，包括您需要提交的證明文件，請造訪加州 PFL (edd.ca.gov/PaidFamilyLeave)。

有關加州帶薪家事假的更多資訊和常見問題解答，請造訪 paidfamilyleave.org

與雇主之間有矛盾嗎？

請聯絡工作法律援助中心，獲取有關您權利的免費保密法律諮詢。

電話：**(800) 880-8047**
網絡：legalaidatwork.org/our-programs/work-and-family-program/

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