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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家庭照顾者带薪家事假情况说明书

加州带薪家事假 (PFL) 向需要请假照顾重病家庭成员的人们提供福利金。

如果符合条件，您可以领取长达八周的福利金。补贴金额约为您在申请开始日期之前 5 至 18 个月（约 1 年半）所挣周薪的 60% 至 70%。

CA PFL 提供福利金，但不提供工作保护。您的工作可能受到其他法律的保护，例如加州家庭权利法案 (CFRA)。

什么是 PFL 严重健康状况?

严重健康状况是指疾病、受伤、损伤、或身体或精神状况，需要：

- 医院、临终关怀医院、或居民区医疗护理机构的居家或住院护理。
- 由医生或保健医生进行持续治疗。

请注意：除非出现问题，否则美容治疗、普通感冒、流感、耳痛、胃部不适、轻微溃疡和非偏头痛均不属于严重健康状况。

有什么资格要求?

要获得 PFL 福利金的资格，您必须：

- 成为重病家庭成员的照顾者。合格的家庭成员是指子女、父母、岳父母、祖父母、孙子女、兄弟姐妹、配偶或注册同居伴侣。
- 在过去 5 至 18 个月（约 1 年半）内已缴纳州伤残保险（大多数工资单上注明为“CASDI”）。
- 过去 12 个月内没有领取最长 8 周的 PFL。

请访问 Eligibility Requirements，了解有关 PFL 资格的更多信息。

请注意：公民身份和移民身份不影响资格。

我必须一次性领完所有福利吗?

您可以一次性领取全部 PFL，也可以在 12 个月内分时段（每小时、每天或每周）领取。

我该如何申请?

您可以在线或通过邮件申请。
请访问 SDI Online (edd.ca.gov/SDI_Online)。
通过邮寄方式从 EDD Forms and Publications (edd.ca.gov/forms) 申请带薪家事假福利 (DE 2501F) 表。
致电 **1-877-238-4373**。

请在开始享受家事假后 41 天（约 1 个半月）内提交申请。请不要在休假的第一天之前提交文件。

有关提交护理索赔的更多信息，包括您需要提交的证明文件，请访问加州 PFL (edd.ca.gov/PaidFamilyLeave)。

有关加州带薪家事假的更多信息和常见问题解答，请访问 paidfamilyleave.org

与您的雇主有矛盾吗?

请联系工作法律援助中心，获取有关您权利的免费保密法律咨询。

电话：**(800) 880-8047**
互联网：legalaidatwork.org/our-programs/work-and-family-program/

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