USC Leonard Davis Family Caregiver Support Center

LACRC
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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