



## California Paid Family Leave

CA PFL — Effective July 1, 2004

Paid family leave laws are changing across the U.S. as more states recognize the importance of employee time off for caring and healing.

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### Who is covered?

#### Employer coverage

- All private sector employers are covered; employers can self-insure and opt in
- Some public sector employers are also covered

#### Employee eligibility

##### Employees must have:

- Contributed to the State Disability Insurance (SDI) program during the previous 18 months
- Earned at least \$300 in gross wages during the base period during which SDI deductions were taken

### Reasons for leave

- To care for a seriously ill family member (child any age, spouse, registered domestic partner, parent, parent-in-law, grandparent, grandchild, sibling)
- To bond with a new child due to birth, adoption or foster care placement within the first year of the child's birth or placement
- Leave to address qualifying exigencies arising out of a family member's call to active duty service will be a qualifying reason as of 1/1/2021

### Benefit amount

#### Maximum annual leave duration

- 6 weeks in any 12-month period (8 weeks effective July 1, 2020)

#### Pay during leave

- Employees receive either 60% or 70% of pay, depending on income
- Maximum weekly benefit (2019) = \$1,252

### Other protection and provisions

- This law does not provide job protection
- No waiting period is required, but the employer may require that employees use 2 weeks of vacation/PTO (not including sick leave) before receiving PFL benefits



**With Unum Leave and Absence Management Solutions,** you can be sure your organization stays in compliance with ever-changing laws, helping you avoid costly fines and legal fees while ensuring your employees get the time off they're entitled to.

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