

Disability Insurance for California Employees

Disability insurance is provided to you through the State of California. State Disability Insurance (SDI) should be taken concurrently with FMLA to guarantee job protection.

Disability Insurance: Disability insurance is a component of the State Disability Insurance (SDI) program and provides partial wage replacement benefits to eligible California workers who are unable to work due to a non-work-related illness, injury, or pregnancy.

For more information and to apply for benefits visit the Employment Development Department (EDD) site:
http://www.edd.ca.gov/Disability/Disability_Insurance.htm

Paid Family Leave: Paid Family Leave provides benefits to individuals who need to take time off work to care for a seriously ill child, parent, parent-in-law, grandparent, grandchild, sibling, spouse, or registered domestic partner. Benefits are also available to new parents who need time to bond with a new child entering their life either by birth, adoption, or foster care placement.

For more information and to apply for benefits visit the Employment Development Department (EDD) site:
http://www.edd.ca.gov/Disability/Paid_Family_Leave.htm

San Francisco Employees

In addition to SDI, San Francisco has passed *the San Francisco Paid Parental Leave Ordinance (PPLO)*. The ordinance requires employers to provide supplemental compensation to employees who are receiving California Paid Family Leave (PFL) for purposes of bonding with a new child through birth, adoption, or foster care placement.

During the leave period, covered employers are required to provide supplemental compensation so that the PFL compensation plus the supplemental compensation equals 100 percent of the employee's gross weekly wage.

Refer to the Employee's Guide to the San Francisco Paid Parental Leave Ordinance or view <http://sfgov.org/pplo> for additional information.



EMPLOYEE'S

Guide to the San Francisco Paid Parental Leave Ordinance

Step #1

Apply for CA Paid Family Leave (PFL) Benefits

Online or paper application through Employment Development Department (EDD).

Be sure to check the box allowing EDD to disclose your benefit amount.

Step #2

Complete SF Paid Parental Leave Form (SF PPL Form)

Form is available on the OLSE Website and should be provided by your employer.

If you have multiple employers, complete a form for each employer.

Step #3

Submit SF PPL Form & EDD Notice of Computation to Employer

When you apply for PFL benefits, the EDD will send you a Notice of Computation that includes your weekly benefit amount.

Step #4

Notify Employer When You Receive First PFL Payment

If requested, provide your employer with the EDD Notice of Payment (also known as the Electronic Benefit Payment Notification).



STOP: Your Application is Now Complete!

