

Paid Family Leave for Multi-Generational Families – SB 770 **YOUR LEGAL RIGHTS**

In 2002, California became the first state in the nation to enact a comprehensive Paid Family Leave (PFL) insurance program through an expansion of the State Disability Insurance (SDI) system. Implemented in 2004, PFL provides up to six weeks of partial wage replacement to workers who must take time off work to care for a seriously ill family member or bond with a new child. SB 770 extended the definition a family member under California's Paid Family Leave Law to include seriously ill siblings, grandparents, grandchildren, and parents-in-law.

1.

What is Paid Family Leave (PFL)?

Paid Family Leave (PFL) provides up to six weeks of partial wage replacement to workers in California who take time off work to care for a seriously ill family member or bond with a new child. PFL helps ensure that workers do not have to choose between maintaining an income and caring for their loved ones.

2.

Which Family Members are Included under PFL?

Previously, eligible workers could receive PFL benefits while caring for a seriously ill parent, child, spouse or domestic partner. This definition of family was too narrow and failed to reflect the diversity of California and large number of multi-generational families. Effective July 1, 2014, SB 770 expands the definition of family under PFL to include grandparents, grandchildren, parents-in-law and siblings. Thus, workers can access the benefit to care for more family members who are seriously ill.

3.

Does SB 770 Change the Amount of PFL that Employees Can Receive?

No. An employee may receive up to six weeks of partial pay during any 12-month period, regardless of the reason he or she is receiving PFL. Generally, an employee will receive 55% of his or her weekly wage. The six weeks of leave need not be taken all at once.

4.

Which Employees Can Receive PFL Benefits?

Workers that have paid into State Disability Insurance (SDI) during the relevant period may be eligible to receive PFL benefits. Nearly all private employees in California contribute a portion of each paycheck to State Disability Insurance (SDI) and a small portion of those contributions fund the PFL program. Paid Family Leave is entirely worker-funded.

5.

How Can Employees Apply for PFL Benefits?

To apply, contact the Employment Development Department at http://www.edd.ca.gov/Disability/PFL_How_to_File_a_Claim.htm. For more information about your rights, call the Work and Family Project of the Legal Aid Society-Employment Law Center at 800-880-8047 or www.las-elc.org/work-family.

For more information, please see the [Paid Family Leave](#) factsheet.

For further information about your employment rights, contact the [Work & Family Project](#).

Disclaimer

This Fact Sheet is intended to provide accurate, general information regarding legal rights relating to employment in California. Yet because laws and legal procedures are subject to frequent change and differing interpretations, the Legal Aid Society–Employment Law Center cannot ensure the information in this Fact Sheet is current nor be responsible for any use to which it is put. Do not rely on this information without consulting an attorney or the appropriate agency about your rights in your particular situation.
