California workers who struggle to balance the demands of work and family have a new law on their side!

A coalition of labor, community groups, and people like you worked hard to pass this pioneering legislation - paid family leave!

For more information and updates: www.paidfamilyleave.org
Beginning in July 2004, most working Californians will be eligible to receive up to six weeks of partial pay each year if they need time off to bond with a new child or care for a seriously ill family member.

WHO QUALIFIES FOR FTDI – PAID FAMILY LEAVE?

Any working Californian who contributes to the State Disability Insurance (SDI) program and needs to bond with a new child (birth, adoption, or foster care) or care for a seriously ill family member (parent, child, spouse, or domestic partner) qualifies for FTDI benefits.

Some examples include:
- A mother or father bonding with a new baby
- A worker caring for a spouse after a kidney operation
- A worker caring for a parent after a heart attack
- A worker caring for a child with leukemia
- A worker caring for her domestic partner with cancer

Who is eligible for paid family leave?

Workers who are currently paying into the State Disability Insurance (SDI) program will be eligible for paid family leave. This includes all private sector workers and some public sector workers.

What is the State Disability Insurance program?

The SDI program provides partial wage-replacement for California workers who suffer a loss of wages when they are unable to work due to a non-work-related illness or injury, including disabilities related to pregnancy or childbirth. The FTDI program extends the same benefits to eligible workers who are unable to work because they are bonding with or caring for a new child or seriously ill family member.

How much will my FTDI benefits be?

A worker on paid family leave will receive approximately 55% of his or her wages through the SDI program, up to a maximum of $728 per week in 2004. The maximum benefit that a worker may receive is tied to increases in the state’s average weekly wage and will change accordingly each year.

How do I know if I can apply for FTDI?

You can tell if you are covered by the SDI program if you see a deduction on your pay stub, or you can ask your employer or human resources representative.

How is this different from other family leave laws?

Other laws such as the Family Medical Leave Act (FMLA), the California Family Rights Act (CFRA), and Pregnancy Disability Leave (PDL) provide additional protections for workers who need time off for family needs. FMLA and CFRA don’t guarantee that you’ll have any income during your leave. The FTDI program ensures that when you take time off to care for your family members, you’ll still be receiving some income.

How do I apply for paid family leave?

Starting July 2004, claims forms will be available on the Employment Development Department website or by phone (see list of organizations).

Is there anything else I should know?

Businesses with fewer than fifty employees are not required to hold a job for a worker who goes on paid family leave. Collective bargaining agreements may offer different protections for these workers. Consult the organizations listed in this brochure to determine whether your job is protected during family leave and to learn more about your rights.