

# GET INVOLVED

**P**aid family leave is good for families!!! Help build a strong work and family movement to balance home and the workplace and to protect the laws that already exist!

**Join the Paid Family Leave Coalition.**

**Help protect our paid family leave now!**

*Please fill out completely and mail to the address below.*

- I'd like to be on the email activist list
- I'd like to receive updates by mail
- I'd like information on union bargaining around this and other work/family issues
- I'm interested in attending a workshop on paid leave

Name \_\_\_\_\_

Union/Org \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone(\_\_\_\_\_) \_\_\_\_\_

email \_\_\_\_\_

Send to: LPWF, 2521 Channing Way, #5555, Berkeley, CA 94720

For more information, contact:  
LPWF 510/643-7088 • lpwf@uclink.berkeley.edu

**FOR MORE INFORMATION ON LAWS TO HELP YOU BALANCE WORK AND FAMILY, CONTACT:**

### LABOR PROJECT FOR WORKING FAMILIES

510-643-7088  
[www.laborproject.org](http://www.laborproject.org)

Provides information on bargaining for paid leave, child care, elder care and alternative work schedules. Provides fact sheets on California's other family-friendly laws in English, Spanish and Chinese.

### THE WORK AND FAMILY PROJECT

The Legal Aid Society-Employment Law Center  
800-880-8047 or 415-864-8848  
[www.las-elc.org](http://www.las-elc.org)

Provides free legal information and representation to workers throughout the United States on family and medical leave. Services are also available in Spanish, Cantonese and Mandarin.

### EQUAL RIGHTS ADVOCATES

Advice and counseling: 800-839-4ERA (372)  
Main Line: 415-621-0672  
[www.equalrights.org](http://www.equalrights.org)

Provides telephone counseling to callers around the country about their legal rights on paid leave and other issues.

### ASIAN LAW CAUCUS

415-896-1701  
[www.asianlawcaucus.org](http://www.asianlawcaucus.org)

Provides legal information family leave and other employment issues through its Employment/Labor Clinic in San Francisco. Services are available in Cantonese, Mandarin, and Vietnamese. Call for an appointment.

### NATIONAL PARTNERSHIP FOR WOMEN & FAMILIES

202-986-2600  
[www.nationalpartnership.org](http://www.nationalpartnership.org)

Provides technical assistance to advocates and legislators working to promote paid family and medical leave legislation around the country.

### CALIFORNIA STATE COMMISSION ON THE STATUS OF WOMEN

916-445-3173  
[www.women.ca.gov](http://www.women.ca.gov)

Provides resource and referral services on paid leave and other laws affecting women.

### EMPLOYMENT DEVELOPMENT DEPARTMENT (EDD)

1-800-480-3287 (English);  
1-866-658-8846 (Spanish);  
1-800-547-3506 (Cantonese);  
1-800-547-2058 (Vietnamese)  
[www.edd.ca.gov](http://www.edd.ca.gov)

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](http://www.paidfamilyleave.org)



### LABOR PROJECT FOR WORKING FAMILIES

*Partnering With Unions,  
Putting Families First*

2521 Channing Way, #5555  
Berkeley, CA 94720  
510/643-7088 (ph)  
510/642-6432 (fx)  
[www.laborproject.org](http://www.laborproject.org)



*Paid Family Leave  
California's  
New Law*

**FAMILY TEMPORARY  
DISABILITY  
INSURANCE  
(FTDI)**

**COMING IN 2004!**



This brochure was written with the help of the Asian Law Caucus

# California's New Paid Family Leave Law

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.

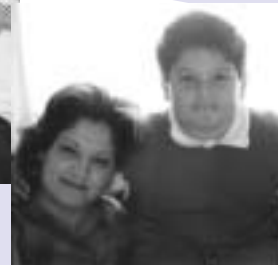


## WHO QUALIFIES FOR FTDI – PAID FAMILY LEAVE?

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



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## 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 are the SDI and FTDI programs funded?

Both programs are funded entirely through employee payroll deductions. The contributions that you make into this fund provide partial wage replacement during time off for family needs.

## 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.

Note that the FMLA and the CFRA, however, have different eligibility requirements. See the list of organizations for obtaining further information on paid family leave and other family-friendly laws.

## 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.

