



CALIFORNIA EMPLOYEE LEAVE BENEFITS

for Alzheimer's & Dementia
Care Partners

California's Paid Family Leave Program (PFL)

California allows eligible employees to receive up to **eight weeks of paid leave** to care for a seriously ill family member. The PFL program provides employees with eight weeks of partial-wage-replacement benefits (60-70% of weekly salary) and the leave does not need to be taken all at once.

- **Who qualifies for PFL?**

Employees who are covered under State Disability Insurance and have earned at least \$300 in the past 5-18 months. Anyone who is legally working in California, regardless of citizenship and immigration status is eligible.

- **What is the definition of serious illness?**

Individuals who have an injury, impairment, physical, or mental condition that is being treated by a medical professional and involved in inpatient care in a hospital, hospice, residential medical care facility, or at home.

- **Who is defined as a family member?**

Eligible employees can qualify for this benefit if they are caring for a child, parent, parent-in-law, grandparent, grandchild, sibling, spouse, or registered domestic partner.

- **How do I apply?**

Submit applications online at (edd.ca.gov/en/disability/SDI_Online) or via mail. Speak to your loved one's physician to obtain appropriate documentation.

Unpaid Leave & Job Protection

The California Family Rights Act (CFRA) allows eligible employees to take up to twelve weeks of unpaid leave (per calendar year) without the risk of losing their job. The leave does not need to be taken all at once. Employers must continue to offer health benefits and employees have the right to return to the same or similar position.

- **Who is eligible?**

An eligible employee must have worked at least twelve months for the employer and worked 1,250 hours in the year prior to their leave. CRFA allows you to care for yourself, family members, or a “designated person” with a serious health condition

- **What is a designated person?**

Any person who is “like family” to the employee, such as the employee’s unmarried partner or best friend (when in a relationship equivalent to family).

- **What qualifies a serious health condition?**

An illness, injury, impairment, or condition (physical or mental) involving inpatient care or continuing treatment by a healthcare provider.

- **How do I use CRFA?**

Speak with your employer. Medical documentation may be required.

Considerations for Dementia Care Partners

Alzheimer’s disease and other forms of dementia are uniquely challenging due to how these diseases progress over time. Care partners may want to consider different strategies to maximize their benefits and protections.

- **“Intermittent” paid leave:**

Leave does not have to be used all at once. Consider splitting up paid/protected leave time and taking it throughout the year. For example, a care partner may want to reduce their work hours or work a limited schedule for a span of time.

- **Accessing leave annually:**

Paid Family Leave benefits can be accessed once per year. Care partners can access this benefit each year as long as their loved one meets the Employment Development Department (EDD)’s criteria and requires care according to their physician.

Additional Resources

- **California Work and Family Coalition**

paidfamilyleave.org

- **How to Apply for PFL Online** (video)

youtube.com/watch?v=6cUJlv5fsAU&t=335s

- **Legal Aid at Work**

legallaidatwork.org