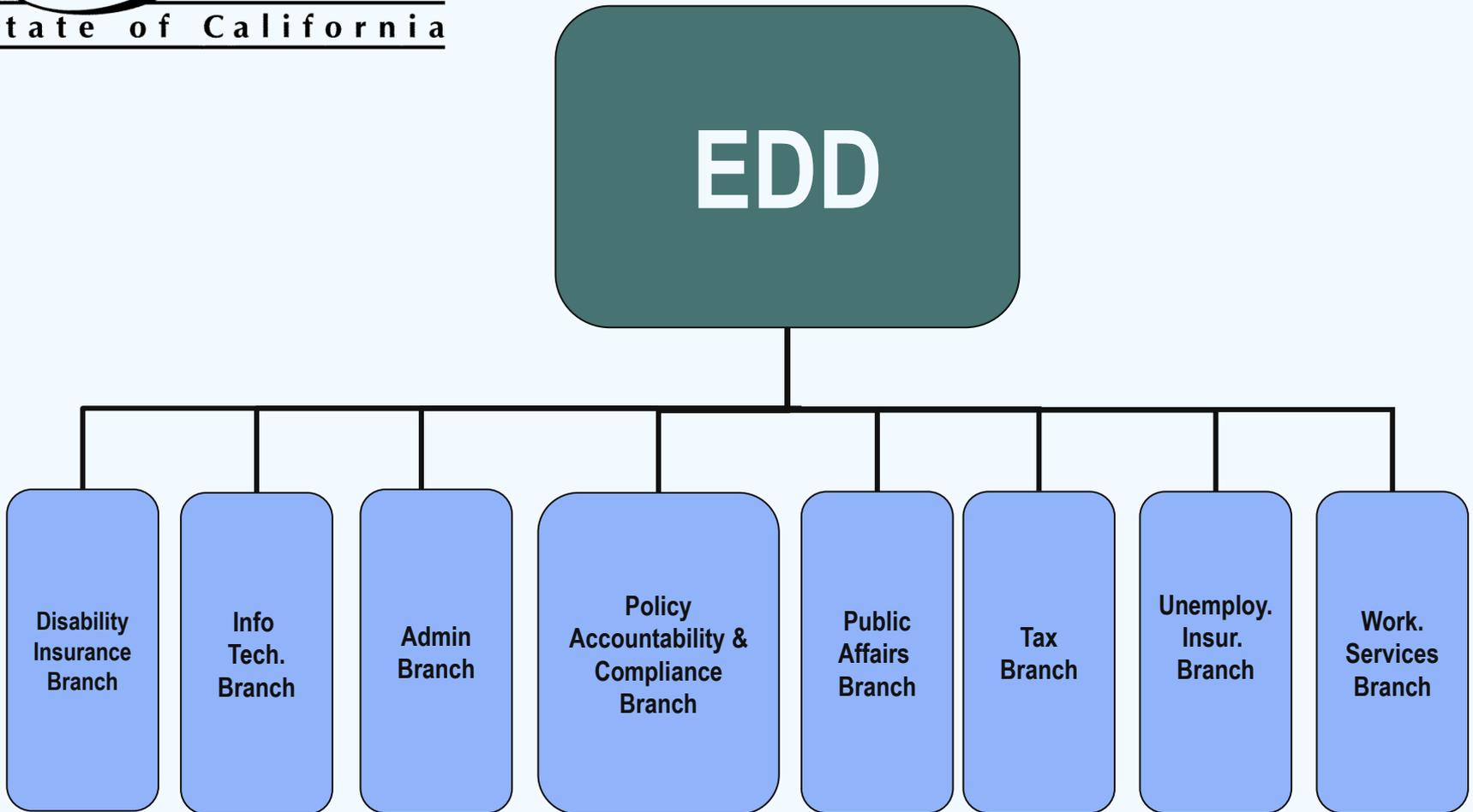


California State Disability Insurance







**State
Disability
Insurance**



**Disability
Insurance**

**Paid Family
Leave**

State Disability Insurance

Mission

The California State Disability Insurance Program minimizes financial hardships by providing timely benefits and services to eligible workers and families while supporting California's economy.

Vision

The State Disability Insurance Branch will be a recognized leader and a model of excellence, innovation, and integrity.

What is SDI?

- State Disability Insurance (SDI) is a partial, short-term, wage-replacement insurance plan for California workers.
- SDI provides coverage for two program components:
 - Disability Insurance** provides partial wage replacement benefits for up to 52 weeks per claim
 - Paid Family Leave** provides partial wage replacement benefits for up to six weeks (within a 12-month period)

Disability Insurance Which States Have It?

California is one of six U.S. locations with Disability Insurance or Paid Family Leave

┆

Hawaii - DI

┆ New Jersey – DI, PFL

┆ New York - DI

┆ Rhode Island - DI

┆ The Commonwealth of Puerto Rico -DI



Key Points of SDI

- **Provides coverage for approximately 13 million California workers**
- **Provides partial wage replacement of approximately 55% of employee's income**
- **Requires employees have qualifying wages in the base period and be in the labor market when the disability or family leave began**



Key Points of SDI

- Requires a seven day, non-payable waiting period for both DI and PFL benefits
- Provides benefits starting on the 8th day
- Requires employees file a timely claim (no later than the 49th day after the disability or family leave began)

Key Points of SDI

- Allows employees to apply without regard to length of employment with their current employer
- Does not provide entitlement to leave nor job protection while on leave as does the Family and Medical Leave Act and California Family Rights Act

Can a Claimant Work Part-time?

- Individuals who normally work full-time but due to a disability or family leave have a reduced work schedule, may be eligible to collect State Disability Insurance benefits
- Individuals who normally work part-time but are suffering a loss of wages resulting from a disability or family leave, may be eligible to collect State Disability Insurance

How is SDI Funded?

- Employees pay into SDI through State-mandated payroll deductions
 - **2012 withholding rate of 1.0%**
 - **2012 taxable wage limit = \$95,585**
 - **2012 maximum yearly employee contribution = \$955.85**

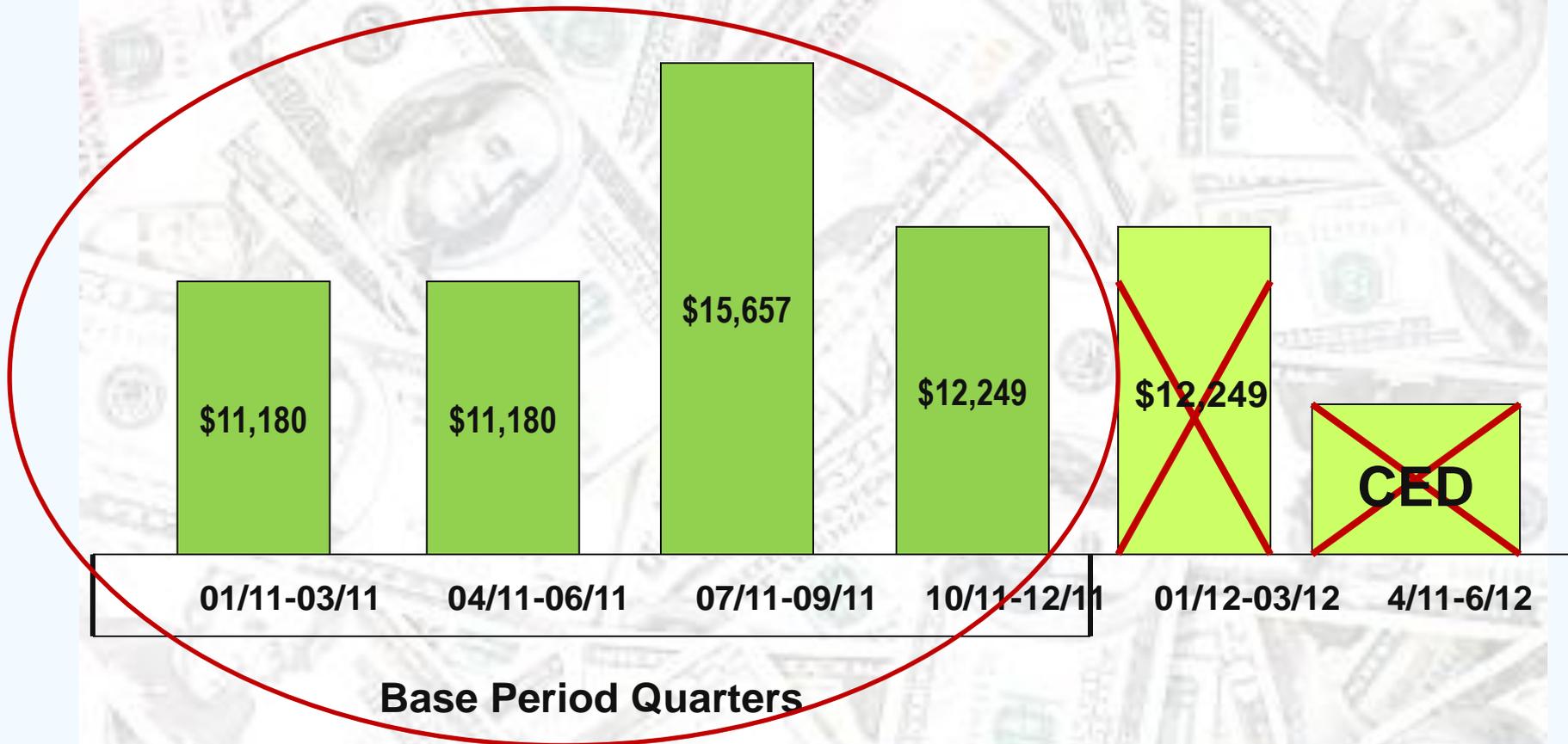


Weekly Benefit Amounts (WBA)

	1946	2012
Minimum Weekly Benefit Amount	\$10	\$50
Maximum Weekly Benefit Amount	\$20	\$1,011

Base period of 12 months considered for calculating maximum and weekly benefit amounts

Base Period for WBA



Weekly Benefit Amounts are determined by the Quarter in the *base period* with the highest wages earned. In this case, the WBA for DI is \$663. For PFL, the WBA remains the same. (CED = Claim Effective Date)

State Disability Insurance Data

State Fiscal Year 2010/2011

	DI	PFL
Total claims filed	734,650	204,893
Average weekly benefit amount	\$446	\$488
Total benefits authorized	\$4,414,575,335	\$498,438,584

SDI - Employer Responsibilities

- Provide SDI Brochure to employees who are new or may need to file a claim
- Post EDD 'Notice to Employees'
- Complete and return the 'Notice to Employer' within two working days



Notice to Employees: EDD Employment Development Department STATE OF CALIFORNIA

THIS EMPLOYER IS REGISTERED UNDER THE CALIFORNIA UNEMPLOYMENT INSURANCE CODE AND IS REPORTING WAGE CREDITS THAT ARE BEING ACCUMULATED FOR YOU TO BE USED AS A BASIS FOR:

UI Unemployment Insurance
(funded entirely by employers' taxes)
When you are unemployed or working less than full-time and are ready, willing, and able to work, you may be eligible to receive Unemployment Insurance benefits. There are three ways to file a claim.

Internet
File on-line with eApply4UI—the fast, easy way to file a UI claim! Access eApply4UI at <http://eapply4ui.edd.ca.gov/>.

Telephone
File by contacting a customer service representative at one of the toll-free numbers listed below:

English 1-800-445-6746	Spanish 1-800-445-6007
Caribbean 1-800-547-3506	Vietnamese 1-800-547-2058
Mandarin 1-866-303-0706	TTY (non voice) 1-800-815-9387

Mail or Fax
File by mailing or faxing a UI Application (DE 1101), by accessing the paper application on-line at www.edd.ca.gov. Print out the application, hand write your answers, and mail or fax it to EDD for processing.
Note: File promptly. If you delay in filing, you may lose benefits to which you would otherwise be entitled.

DI Disability Insurance
(funded entirely by employees' contributions)
When you are unable to work or reduce your work hours because of sickness, injury, or pregnancy, you may be eligible to receive Disability Insurance (DI) benefits.
Your employer must provide a copy of "Disability Insurance Provisions," DE 2515, to each newly hired employee and to each employee leaving work due to pregnancy or due to sickness or injury that is not related to his/her job.

Claim Forms

- If your employer operates an approved voluntary plan in place of disability insurance and you have chosen to be covered by it, obtain DI claim forms from your employer.
- If you are not covered by a voluntary plan, obtain claim forms from your doctor, hospital, or directly from any California Disability Insurance (DI) Claim Management offices.
- File your "Claim for DI Benefits," DE 2501, within 49 days of the first day of your disability to avoid losing benefits.

FOR MORE INFORMATION ABOUT DI, VISIT THE EDD WEB SITE AT www.edd.ca.gov/DI. CONTACT THE DISABILITY INSURANCE CUSTOMER SERVICE CENTER AT 1-800-480-3287. STATE GOVERNMENT EMPLOYEES SHOULD CALL 1-866-303-0706. TTY (FOR DEAF OR HEARING-IMPAIRED INDIVIDUALS ONLY) IS AVAILABLE AT 1-800-563-2441.

PFL Paid Family Leave
(funded entirely by employees' contributions)
When you stop working or reduce your work hours to care for a family member who is seriously ill or to bond with a new child, you may be eligible to receive Paid Family Leave (PFL) benefits.
Your employer must provide a copy of "Paid Family Leave Program Brochure," DE 2511, to each newly hired employee and to each employee leaving work to care for a seriously ill family member or to bond with a new child.

Claim Forms

- If your employer operates an approved voluntary plan in place of disability insurance and you have chosen to be covered by it, obtain PFL claim forms from your employer.
- If you are not covered by a voluntary plan, obtain claim forms from doctors, hospitals, or directly from any California Disability Insurance (DI) Claim Management offices or the PFL office.
- File your "Claim for PFL Benefits," DE 2501F, within 49 days of the first day of your family leave to avoid losing benefits.

FOR MORE INFORMATION ABOUT PFL, VISIT THE EDD WEB SITE AT www.edd.ca.gov/PFL. CONTACT THE PAID FAMILY LEAVE CUSTOMER SERVICE CENTER AT:

English 1-877-338-6771	Spanish 1-877-338-6771
American 1-866-437-1387	Tapeless 1-866-437-1388
Caribbean 1-866-437-1388	Vietnamese 1-866-437-1388
French 1-866-437-1388	TTY (non voice) 1-866-437-1312

STATE GOVERNMENT EMPLOYEES SHOULD CALL 1-877-468-4317.

NOTE: SOME EMPLOYEES MAY BE EXEMPT FROM COVERAGE BY THE ABOVE INSURANCE PROGRAMS. IT IS ILLEGAL TO MAKE A FALSE STATEMENT OR TO WITHHOLD FACTS TO CLAIM BENEFITS. FOR ADDITIONAL GENERAL INFORMATION, VISIT THE EDD WEB SITE AT www.edd.ca.gov.

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SDI – Fraud Prevention

To deter fraud, please respond immediately to the Notice to Employer if you are not the employer shown or if the claimant:

- Is not your employee
- Has quit his/her job
- Is receiving wages
- Has not stopped working
- Is known to be working for another employer
- Has filed for Workers' Compensation or is believed to be planning to do so
- Is using a Social Security Number incorrectly
- Is working under another name



Key Points

Disability Insurance

- Provides wage loss benefits for employees who cannot work due to a non-work-related illness or injury
- Includes: Elective surgery, alcoholism, drug addiction treatment and recovery, pregnancy, childbirth or other related conditions

Key Points

Disability Insurance

- Requires employees be unable to perform their regular or customary work
- Requires employees be under the care of a physician or practitioner
- Requires certification from the treating physician or practitioner of the illness, injury or disability



Key Points Paid Family Leave

- **Paid Family Leave (PFL) is a component of State Disability Insurance and applies to all employees covered by State Disability Insurance (SDI)**
- **Helps ease the financial burden of a wage loss by providing up to six weeks of benefits due to Bonding or Caregiving needs**
- **PFL Benefits are payable at the same rate as DI**

Two Basic PFL Claim Types

Bonding

- Requires written proof of the new child such as birth certificate, adoption papers, or foster care placement document
- **Must be claimed within 12 months of the child entering into family**
- **Child must be under 18 years of age**



Two Basic PFL Claim Types

Care

- To care for seriously ill spouse, registered domestic partner, parent, or child
 - **Requires doctor certification of serious illness and a need for care**
 - **Requires the signature of person receiving care or his/her authorized representative**



Key Points Paid Family Leave

- Payments are limited to six weeks over a consecutive rolling 12-month period
- Mothers transitioning from DI for maternity to PFL for bonding benefits do not have to serve a second seven day waiting period (considered same claim)
- Employers may require employees to use up to two weeks vacation leave before receiving Paid Family Leave benefits

How Disability Insurance Differs from Paid Family Leave

Disability Insurance	Paid Family Leave
Up to 52 weeks per claim	Up to six weeks per 12-months
Employee's personal illness, injury, or disability	Caring for a seriously ill family member or to bond with a new child
Not required to use vacation benefits	Employers <i>may</i> require employees to use up to two weeks of vacation
Vacation pay is not in conflict with DI	Vacation pay conflicts with PFL when employer requires employee to use
Benefits are not reportable to IRS (unless in lieu of UI)	Benefits are reportable to IRS



SDI Contact Information

**Disability Insurance
English**

800-480-3287

**Disability Insurance
Español**

866-658-8846

**Paid Family Leave
English**

877-238-4373

**Paid Family Leave
Español**

877-379-3819

To Report Fraud

To report Disability Insurance, Paid Family Leave or Unemployment Insurance fraud:

- Submit an online Fraud Reporting Form at www.edd.ca.gov
- Call the EDD Fraud Tip Hotline at 1-800-229-6297



To report Payroll fraud:

- Submit an online Fraud Reporting Form at www.edd.ca.gov
- Call 1-800-528-1783
- Email ueo@edd.ca.gov
- Fax (916) 227-2772
- Mail an Underground Economy Operations Form DE 660

The background of the slide features a light blue, semi-transparent image of several computer monitors arranged on a desk. Each monitor displays a large, stylized '@' symbol. The overall aesthetic is clean and digital.

**Go to www.edd.ca.gov/
for more information
about State Disability
Insurance**

Coming Summer 2012

File DI/PFL Claims Online

- **Claimants:** Will be able to securely file Disability Insurance and Paid Family Leave claims and submit required documentation related to their claim online.

Coming Summer 2012

Submit DI/PFL Information Online

- **Employers:** Will be able to securely submit employee information (wages earned, last day worked, etc.) online.
- **Physicians/Practitioners:** Will be able to securely submit patient information (including the information required for the doctor's certification) online.

Questions?

