

Comparison of Major Distinctions in the California Family Rights Act / Family Medical Leave Act and Paid Family Leave (PFL) also known as Family Temporary Disability Insurance (FTDI)

	California Family Rights Act (CFRA) / Family Medical Leave Act (FMLA)	Paid Family Leave (PFL) AKA Family Temporary Disability Insurance (FTDI) AKA (SDF) State Disability Family
Covered Employer	50 or more employees within a 75 mile radius	One or more employees, subject to SDI
Eligible Employee	Must have worked for employer 12 months, and 1,250 hours in last 12-month period.	There is no set number of hours worked required of employee; must contribute to SDI; waiting period of 7 days during which no benefits are available.
Amount of Leave / Paid Time Off	12 weeks in a 12-month period (usually unpaid)	6 weeks in a 12-month period (paid)
Reason for Leave / Paid Time Off	Birth of employee's own child, placement of child with employee for adoption or foster-care, or employee's own serious health condition or serious health condition of child, parent or spouse of employee.	To bond with employee's own child or employee's domestic partner's child; or a child placed for adoption or foster-care with employee or employee's domestic partner; seriously ill child, parent, spouse or domestic partner of employee.
Medical Certification Requirement	Employee must notify employer within 30 days, or reasonable time under the circumstances, of need for CFRA leave; employer may require medical certification.	Employee must file claim with EDD, including certification from family member's medical doctor.
Leave Usage	For the birth of employee's own child, placement of child with employee for adoption or foster-care, or serious health condition of child, parent or spouse of employee, an employer may require employee to use vacation leave or other paid leave credit. For the employee's own serious health condition, the employer may require the employee (or the employee may elect) to use sick leave.	PFL must be taken concurrently with leave taken under FMLA and CFRA. Employer may require employee to take up to two (2) weeks earned, but unused, vacation prior to the employee's initial receipt of PFL benefits. If employee has less than one week of unused vacation, that leave shall be applied to the waiting period.
Employee Reinstatement Rights	Employer must guarantee employee reinstatement to same or comparable position following CFRA leave.	Employer not required to hold job for employee on PFL; however, if employee is taking CFRA leave concurrently with PFL, employee has reinstatement rights under CFRA / FMLA.
Relationship to Current Leave Laws	Unless employee is disabled by pregnancy, CFRA / FMLA run concurrently.	For eligible employees, PFL runs concurrently with CFRA / FMLA.

Note: This chart is for informational purposes only.

- For more information about CFRA, visit the DFEH Web site or contact our Communications Center toll free at **1-800-884-1684**.

For questions about PFL, visit the Employment Development Department's Web site at www.edd.ca.gov or call **1-877-BE-THERE**.