A RESOURCE FROM
infant atelier

Paid leave for new parents

California pregnancy, recovery & bonding benefits

California offers separate benefits for pregnancy recovery and bonding with your baby. This guide walks you through what to do and when, with pay, job protection, and help on the back.

Start with step 1. You don't need to do everything today.

01 BEFORE LEAVE
Find out what leave and benefits you can use

Ask HR, your manager, or whoever handles employee benefits:

> "What pregnancy and bonding leave can I take? Which benefits should I apply for? What happens with my PTO and health insurance? What paperwork do you need from me?"

Give at least 30 days' notice when you know in advance that you'll need leave.

A CASDI or SDI deduction on your paystub is a clue that you pay into California's State Disability Insurance program. Ask whether you're covered and meet its requirements; employer or private plans may differ.

02 PREGNANCY & RECOVERY
Apply for recovery pay

This step is for pregnancy and childbirth recovery. **Applying only for bonding benefits? Go to step 3.**

Disability Insurance (DI) can help replace your income when you can't work because of pregnancy or childbirth recovery, if you meet the program's requirements.

TYPICAL BENEFIT PERIOD
Up to 4 weeks before your due date, then 6 weeks after a vaginal delivery or 8 weeks after a cesarean. Longer periods may qualify when medically necessary. DI doesn't pay for the first 7 days of a new claim.

WHEN TO APPLY
EDD recommends filing through myEDD 9–49 days after your disability begins—the date your health professional says you can't do your usual work. Your health professional must also complete the medical part of your claim.

03 BONDING
Choose your bonding time

You don't have to take all your bonding time at once.

Paid Family Leave (PFL) provides up to 8 weeks of partial pay. Each eligible parent may qualify separately, including adoptive and foster parents.

WHEN TO USE IT
All at once or in separate periods, starting right after pregnancy DI or later. Finish before your child's first birthday—or within one year after your child joins your family through adoption or foster care. Ask your employer how to divide job-protected leave.

04 WHEN BONDING LEAVE BEGINS
Apply for bonding pay

WHEN TO APPLY
Apply through myEDD once you begin taking time off work to bond with your child—not before.

Submit your PFL claim no later than 41 days after your first day of bonding leave to avoid losing benefits.

AFTER PREGNANCY DI
Look for the PFL bonding claim form (DE 2501FP) in your SDI Online inbox after DI ends. You'll still need to complete and submit it.

How much will you receive—and will your job be protected?

TURN OVER FOR DETAILS & HELP →

Pay, job protection & help

How much will you receive?

DI and PFL generally replace about 70–90% of qualifying wages, up to a state-set weekly maximum. EDD generally uses your highest-earning three-month period from a past earnings window—about 5–18 months before your claim begins—so your benefit may not reflect your current salary. EDD determines which wages count; use its benefit calculator for an estimate. Employer or private plans may differ.

Will your job be protected?

Benefit payments and job protection are separate. DI and PFL help replace your income; separate leave laws may protect your right to return to work. Ask your employer about both.

Does your employer have 5 or more employees? These two laws generally apply only if they do, counting part-time workers and people at other locations. If your employer is smaller, you may still qualify for DI and PFL payments, but ask Legal Aid at Work what job protections apply to you.

Pregnancy Disability Leave · PDL

For pregnancy and childbirth recovery

REQUIREMENTS	You do not have to work there for a minimum amount of time.
TIME AVAILABLE	Up to 4 months, depending on your medically certified disability.
RETURNING TO WORK	Generally, you have the right to return to your same job. A comparable job may be allowed in certain circumstances.

California Family Rights Act · CFRA

For bonding with your child

REQUIREMENTS	At least 1 year of employment and 1,250 hours in the 12 months before leave begins.
TIME AVAILABLE	Up to 12 weeks, completed within one year after birth, adoption, or foster placement.
RETURNING TO WORK	Generally, you have the right to return to the same or a comparable job.

Eligible parents can take CFRA bonding leave after PDL. Exceptions to return-to-work protections apply—for example, a legitimate layoff unrelated to your leave. Federal FMLA leave may also apply.

> Different numbers, different purposes. PFL can provide up to 8 weeks of payments; CFRA can protect up to 12 weeks of bonding leave. Eligibility is separate.

Where can you get help?

APPLICATIONS, CLAIMS & PAYMENTS

California EDD
Disability Insurance: 800-480-3287
Paid Family Leave: 877-238-4373
Apply online at myEDD.

PREGNANCY & FAMILY-LEAVE RIGHTS

Legal Aid at Work
Work & Family Helpline
800-880-8047
Free and confidential.

LOCAL WORKPLACE-RIGHTS HELP

Legal Aid Foundation of Los Angeles
LAFLA: 800-399-4529
For workers who meet income limits.



Thinking about care for your baby?

Get to know Infant Atelier—a small, welcoming program in Silver Lake where infant care and parent education go hand in hand.

Scan to explore our program. infantatelier.la

Official information: edd.ca.gov/disability · calcivilrights.ca.gov · Prepared by Infant Atelier · Reviewed October 17, 2026
General education, not legal, medical, or benefits advice. Confirm eligibility and current requirements with EDD and your employer.