



## The Vita Viewpoint Important Information for Decision Makers

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### **Governor Davis Signs Major Paid Family Leave Bill**

- Under the new law, employees of California companies can now receive disability pay to allow them to care for a family member with an illness or to spend time with a newborn.
- The law provides partially paid leave to workers who take time off work to care for a seriously ill child, spouse, parent, domestic partner, or to bond with a new child.
- The law sets up a State Disability look-alike program to pay "partial replacement compensation" for up to six weeks in any 12 month period. The law also allows employees to take an additional six weeks of unpaid leave.
- The law requires a doctor to verify a serious illness or a new child before an employee can take a leave.
- In addition, the legislation requires employees to take two weeks of unused vacation time before they receive the paid leave and to provide verification that no other family member can serve as a caregiver.
- Benefits provided to employees are similar to CA SDI benefits with weekly payments ranging from \$50 to \$490 per week and caps payments at 55% of earnings for the period of leave.
- The law requires employees to cover the full cost of the program via payroll taxes or premium payments.
- The law takes effect January 1, 2004 and applies to any "temporary family disability" occurring after July 1, 2004.

***For questions or additional information, please contact Vita Benefits Group at (650) 968-8811.***