

As a full-time office Employee in the state of California you may be eligible for paid family and medical leave benefit as well as Office Short Term Disability. Our Office Short Term Disability (STD) plan will be subtracted from state disability benefit. To apply for state paid leave, you must file a claim directly with the state. In addition, you will need to file a claim with MetLife for the BAYADA Full Time Office employee offered Short Term Disability plan.

California Disability Insurance (SDI)

California provides short-term Disability Insurance (DI) wage replacement benefits to eligible workers who need time off from work for qualifying reasons. Workers may be eligible for DI if they are unable to work due to a non-work-related injury or illness, during pregnancy and/or childbirth.

Eligibility

- Can't do your regular work for at least eight days.
- Have lost wages because of your disability.
- Are working or looking for work at the time your disability begins.
- Earned at least \$300 with State Disability Insurance (SDI) deducted from your paycheck.

Weekly Benefit

- Please visit [here](#) for more information surrounding weekly benefit amount.

Job Protection

- The CA DI plans do not provide job protection, only monetary benefits. However, job protection may be provided through other federal or state laws such as the federal Family and Medical Leave Act (FMLA) or the California Family Rights Act (CFRA).

Coverage Period

- Most employees are eligible to receive up to 52 weeks of paid leave.

Filing for Disability:

- To apply you must file a claim directly with the state. To file a claim, visit the state website [here](#).
- In addition, you will need to file a claim with MetLife for the BAYADA Full Time Office employee offered Short Term Disability plan. This payment will offset your state disability payment. To file your disability claim, please contact MetLife by clicking [here](#) or calling 1-877-638-8262. The MetLife Claims Center is available Monday through Friday, 8:00 a.m.–11:00 pm EST

California Paid Family Leave (PFL)

California provides Paid Family Leave (PFL) wage replacement benefits to eligible workers who need time off from work for qualifying reasons. Workers may be eligible for PFL to care for a seriously ill family member, to bond with a new child, and for a qualifying military exigency

Eligibility

- Are a part-time or full-time employee of the public or private sector who has contributed to the State Disability Insurance program or a self-employed Californian who has contributed to the Disability Insurance Elective Coverage Program at some point during the previous 18 months.
- Have a loss of wages because you need to take time off work to care for a seriously ill family member, bond with a new child, or participate in a family member's qualifying military event.

Weekly Benefit

- Please visit [here](#) for more information surrounding weekly benefit amount.

Job Protection:

- The CA PFL plans do not provide job protection, only monetary benefits. However, job protection may be provided through other federal or state laws such as the federal Family and Medical Leave Act (FMLA) or the California Family Rights Act (CFRA).

Coverage Period

- Most employees are eligible to receive up to 8 weeks in a 12-month period.

Filing for Disability:

- To apply you must file a claim directly with the state. To file a claim, visit the state website [here](#).