

CALIFORNIA

California Paid Family Leave to Cover “Designated Person” Care

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California has enacted [Assembly Bill \(AB\) 1041](#), amending the state’s family temporary disability insurance—or paid family leave—program to allow benefits for employees who take leave to care for a seriously ill “designated person.” The change will not take effect until **July 1, 2028**.

California Paid Family Leave Program

California paid family leave is part of the state’s disability insurance program. It provides up to eight weeks of partial wage compensation to workers who take time from work for specific purposes, including to care for a seriously ill family member. Currently, “family member” in the paid family leave program includes an employee’s child, parent, grandparent, grandchild, sibling, spouse or domestic partner.

In recent years, the California Family Rights Act (CFRA), which provides unpaid family and medical leave, and the California Healthy Workplaces, Healthy Families Act (the state paid sick leave law) were amended to allow leave for an employee’s care of a designated person. Until now, the paid family leave program has not provided benefits for such leave.

The program does not guarantee employer-approved time off or job protection; however, employees receiving benefits may have a right to job-protected leave under the federal Family and Medical Leave Act, CFRA or the state paid sick leave law.

Expansion of Paid Family Leave for Care of Designated Person

Under AB 1041, effective July 1, 2028, paid family leave benefits will be allowed for covered employees who take time off to care for not just a seriously ill family member but also a designated person. “Designated person” is defined as any care recipient related by blood to the employee or whose association with the employee is the equivalent of a family relationship.

Employees making their first request for paid family leave benefits to care for a designated person must identify the designated person and attest to their relationship.

Highlights

- Effective July 1, 2028, paid family leave will cover care for a seriously ill designated person.
- A designated person is a blood relation of the employee or someone whose association with the employee is equivalent to a family relationship.
- Employees claiming benefits will have to attest to the relationship.

Benefits will cover the care of blood relatives or people with a relationship equivalent to family.