

## Disability and Paid Family Leave Insurance Programs

California's State Disability Insurance (SDI) program provides Disability Insurance (DI) benefits to eligible workers who lose wages when they are unable to perform their regular or customary work due to illness, injury, pregnancy or childbirth.

Paid Family Leave (PFL), a component of the SDI program, provides benefits for individuals caring for a seriously ill child, spouse, parent, or registered domestic partner, or bonding with a new minor child.

SDI is funded entirely through employee payroll withholding. Both the wage ceiling and tax rates are adjusted annually by law, as are the weekly benefits. The 2007 SDI tax rate (which includes PFL) is 0.6% of taxable wages up to \$83,389. The maximum contribution is \$500.33.

DI benefits may be received for 52 weeks. PFL benefits may be received for six weeks in a 12-month period. Both DI and PFL require a seven-day waiting period during which benefits are not paid with the exception of a claimant transitioning from a DI maternity claim to a PFL bonding claim.

The minimum weekly benefit is \$50; the weekly maximum is \$882. Benefits may not be received from both programs simultaneously.

Employees may obtain DI claim forms and more information by calling 800-480-3287. Claim forms are also available at [www.edd.ca.gov/direp/diadv2501.htm](http://www.edd.ca.gov/direp/diadv2501.htm) and from medical providers.

Employees may obtain PFL claim forms and more information by calling 877-238-4373.

### Employers are required to:

- Remit monies withheld from employees for SDI to EDD.
- Post the *Notice to Employees* (DE 1857A), available at [www.edd.ca.gov/uirep/de1857a.pdf](http://www.edd.ca.gov/uirep/de1857a.pdf).
- Provide new employees with the pamphlets *State Disability Insurance Provisions* (DE 2515) available at [www.edd.ca.gov/direp/de2515.pdf](http://www.edd.ca.gov/direp/de2515.pdf), and *Paid Family Leave Insurance Provisions* (DE 2511) available at [www.edd.ca.gov/direp/de2511.pdf](http://www.edd.ca.gov/direp/de2511.pdf).
- Provide the DE 2515 to any employee who notifies you that he or she needs to take time off from work due to a nonwork-related medical condition.
- Provide the DE 2511 to any employee who notifies you that he or she needs to take time off work to care for a seriously ill family member or bond with a new minor child.
- Complete and return within two business days the *Notice to Employer of State Disability Claim Filed* (DE 2503) or *Notice to Employer of Paid Family Leave Claim Filed* (DE 2503F) after receiving it from the Employment Development Department.

For more information on SDI and to download posters and pamphlets, visit [www.edd.ca.gov/direp/diind.htm](http://www.edd.ca.gov/direp/diind.htm) or call 800-480-3287. For more information on PFL, call 877-238-4373 or visit [www.edd.ca.gov/fleclaimpfl.htm](http://www.edd.ca.gov/fleclaimpfl.htm).

## Child Support Wage Withholding Process

The California child support program serves approximately 2 million children annually, providing a financial safety net for families. Employers play a critical role in ensuring that these children and families receive their financial support.

Since September 2006, California employers have had a single location to send child support wage withholding payments for their employees: the California State Disbursement Unit (SDU). The

SDU collects and processes payments for cases enforced by local child support agencies and employer wage assignments, including those secured through private support orders.

Employers no longer need to send checks to several county child support enforcement agencies. Multiple payments are sent to the SDU as a single payment accompanied with identifying information.

Employers may pay electronically using the Electronic Payment Association standard format or through the SDU Web site. Employers may sign up to have one-time or recurring debits made from their bank accounts using the secure SDU Web site.

SDU maintains a centralized receipt of payments providing a record of payments if an employee questions the wage withholding process.

Employers may have to send checks to other states if employees work in other states or if the employer has received

### Adjusted Annual interest rate is 8%

The adjusted annual interest rate for the period from July 1 through December 31, 2007, for delinquent taxes and contributions will be 8 percent (.08), compounded daily. The daily interest factor will be .000219. If you have questions regarding this rate, contact us at 888-745-3886.

### Coming soon: Online Registration for Employers

EDD will unveil EZREG, its newest online service, in late July. EZREG will enable employers to register with EDD via the Internet. Registered employers will be able to use the Internet to make address changes or inactivate their account. Our other online services allow employers to report quarterly wage information, file new employee and independent contractor reports and make deposits using the Internet. For more information on EZREG and our other online services, visit:

<https://eddservices.edd.ca.gov/index.html>

wage withholding orders from other states. For more information, call 866-325-1010 between 7 a.m. and 8 p.m. Pacific time or visit [www.casdu.com](http://www.casdu.com).

Have a federal or state tax problem?	Tax	Contact
<p>Taxpayer Advocates help when other channels fail</p> <p>Are you experiencing a tax problem with the Internal Revenue Service or a California tax agency? Have you written or called but have been unable to resolve the problem?</p> <p>If you have tried working through the agency's normal resolution channels and need help unraveling your California or federal tax problem, an agency Taxpayer Advocate may be able to help. It is the role of the Taxpayer Advocate to help resolve a tax problem when normal channels fail. The Taxpayer Advocate can help when there is a breakdown in tax processing or communication.</p> <p>The advocate will treat your case with independence, impartiality, and confidentiality while ensuring your rights are protected.</p> <p>The chart on the right contains the contact information for the Taxpayer Advocate for each agency.</p>	<ul style="list-style-type: none"> <li>• Sales and Use Taxes</li> <li>• Property Taxes</li> <li>• Special Taxes and Fees</li> </ul>	<p><b><u>Board of Equalization (BOE)</u></b></p> <p>Taxpayers' Rights Advocate, MIC 70                      P.O. Box 942879                      Sacramento, CA 94279-0070  <a href="http://www.boe.ca.gov/tra/tra.htm">www.boe.ca.gov/tra/tra.htm</a>                      Advocate's Office: 888-324-2798                      BOE Information Center: 800-400-7115</p>
	<ul style="list-style-type: none"> <li>• Unemployment Insurance</li> <li>• Employment Training Tax</li> <li>• State Disability Insurance</li> <li>• Personal Income Tax Withholding</li> </ul>	<p><b><u>Employment Development Department (EDD)</u></b></p> <p>Taxpayer Advocate Office                      P.O. Box 826880, MIC 93                      Sacramento, CA 94280-0001  <a href="http://www.edd.ca.gov/taxrep/taxetpro.htm">www.edd.ca.gov/taxrep/taxetpro.htm</a>                      Advocate's Office: 888-594-4177                      Taxpayer Assistance: 888-745-3886</p>
	<ul style="list-style-type: none"> <li>• Personal Income Taxes</li> <li>• Franchise Tax</li> <li>• Bank Tax</li> <li>• Corporation Income Tax</li> </ul>	<p><b><u>Franchise Tax Board (FTB)</u></b></p> <p>Taxpayer Advocate Bureau                      P.O. Box 157                      Rancho Cordova, CA 95741-0157  <a href="http://www.ftb.ca.gov/aboutFTB/taxpayer_advocate/index.html">www.ftb.ca.gov/aboutFTB/taxpayer_advocate/index.html</a>                      Advocate's office: 800-883-5910                      Taxpayer Services: 800-852-5711</p>
	<ul style="list-style-type: none"> <li>• Social Security Tax and Medicare Tax</li> <li>• Federal Unemployment (FUTA) Tax</li> <li>• Individual Income Tax</li> <li>• Corporate Tax</li> <li>• Partnership Tax</li> <li>• Estate Tax</li> <li>• Nonprofit and Charitable Organization Tax</li> </ul>	<p><b><u>Internal Revenue Service (IRS)</u></b></p> <p>To find the appropriate taxpayer advocate, see the IRS Web site:  <a href="http://www.irs.gov/advocate">www.irs.gov/advocate</a>                      Advocate's office: 877-777-4778                      Business Tax Help: 800-829-4933</p>

### e-File Now!

Under 250 employees? **e-File** your *Quarterly Wage and Withholding Report* (DE 6) on the Internet at [www.edd.ca.gov](http://www.edd.ca.gov). Click on "Online Services," or call us at 1-800-796-3524.

You may also use **e-File** for the following employment tax forms:

- *Report of New Employee(s)* (DE 34)
- *Report of Independent Contractor(s)* (DE 542)
- *Payroll Tax Deposit* (DE 88)

### Small Business Fairs

Free workshops for small businesses provide information about federal, state, and local tax and business requirements. Reservations are suggested. For details, go to [www.boe.ca.gov/sutax/tpsched.htm](http://www.boe.ca.gov/sutax/tpsched.htm).

### Free Seminars Offer Valuable Tax Help

We offer free seminars that are customized to benefit businesses, new and old, bookkeepers and payroll agents. The seminars are offered on various dates throughout the state.

A small sample of these seminars includes:

#### Federal/State Basic Payroll Tax Seminars

- |           |           |
|-----------|-----------|
| Concord   | July 24   |
| Glendale  | August 22 |
| Riverside | July 9    |
| San Jose  | July 17   |

#### State Wage, Hour and Payroll Seminars

- |          |              |
|----------|--------------|
| San Jose | August 21    |
| Van Nuys | September 21 |

For a complete list of these and other seminars being offered in your area, visit [www.edd.ca.gov/taxsem](http://www.edd.ca.gov/taxsem).

### CALIFORNIA EMPLOYER



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