



Alliance Staffing Resource
Services, Inc.
Innovative Business Solutions

Benefits Addendum - California

Benefits

Direct Deposit With direct deposit, your paycheck is automatically deposited directly into your bank account. Just fill out the enrollment form and attach a copy of a voided check.

Short Term Disability Insurance (California Only) When you are unable to work or you reduce your work hours because of sickness, injury, or pregnancy, you may be eligible to receive State Disability Insurance benefits. State Disability Insurance is administered by the California Employment Development Department (EDD).

Disability is any illness or injury, either physical or mental, which prevents you from doing your regular or customary work. (California Unemployment Insurance Code, section 2626). Disability also includes elective surgery, pregnancy, childbirth or related medical conditions.

State Disability Insurance (SDI) is designed to partially replace wages you lost because of a disability that was not caused by your work. SDI taxes are paid by those California workers who are covered by the SDI program and tax rates may vary from year to year. For current rates, contact the EDD Disability Insurance Customer Service at 800.480.3287 or EDD Employment Tax Customer Service at 888.745.3886. Please see attached brochure for more information.

Paid Family Leave (California Only) With Paid Family Leave you can afford to be there when you need to be. There are times in the life of every working person when they need to care for a loved one. Maybe it's a working mother who needs more time to bond with and care for a newborn. Maybe it's an employee who needs to care for a parent, child, spouse, or domestic partner who is seriously ill. California's new Paid Family Leave law was created for times like these. Please see attached brochure for more information.

Family Medical Leave Act FMLA requires covered employers to provide up to 12 weeks of unpaid, job-protected leave to "eligible" employees for certain family and medical reasons. Please see attached brochure for more information.

Unemployment Insurance When you are unemployed or working less than full time and are ready, willing, and able to work, you may be eligible to receive Unemployment Insurance benefits.

If you are within California, call:

800.300.5616 (English) 800.326.8937 (Spanish) 800.547.3506 (Chinese) 800.547.2058 (Vietnamese)

If you are outside California but within the United States, Canada, Puerto Rico, or the Virgin Islands, call 800.250.3913. Note to callers: Mondays and Fridays are the busiest days. For faster service, call Tuesday through Thursday. If you are calling to open a claim, you must call by Friday to receive credit for the week.

To file for Unemployment Insurance benefits in California via the Internet, go to www.edd.ca.gov/eapply4UI.

File your claim promptly. You may lose benefits to which you would otherwise be entitled if you delay in filing your claim.