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**AB-406 Disability compensation: paid family leave: application in non-English languages.** (2019-2020)

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**Assembly Bill No. 406**

**CHAPTER 386**

An act to add Section 3308 to the Unemployment Insurance Code, relating to disability compensation.

[ Approved by Governor September 30, 2019. Filed with Secretary of State September 30, 2019. ]

**LEGISLATIVE COUNSEL'S DIGEST**

AB 406, Limón. Disability compensation: paid family leave: application in non-English languages.

The Dymally-Alatorre Bilingual Services Act requires a state agency that finds specific factors to exist to distribute certain written materials in the appropriate non-English language through its statewide and local offices or facilities to non-English-speaking persons, or, as an alternative, to furnish translation aids, translation guides, or provide assistance, through use of a qualified bilingual person, at its statewide and local offices or facilities in completing English forms or questionnaires and in understanding English forms, letters, or notices.

Existing law establishes, within the state disability insurance program administered by the Employment Development Department, a family temporary disability insurance program, also known as the paid family leave program, for the provision of wage replacement benefits to workers who take time off work to care for a seriously ill family member or to bond with a minor child within one year of birth or placement, as specified.

This bill, beginning January 1, 2025, would require the department to distribute the application for family temporary disability insurance benefits, in addition to the application in English, in all non-English languages spoken by a substantial number of non-English-speaking applicants, as defined.

Vote: majority Appropriation: no Fiscal Committee: yes Local Program: no

**THE PEOPLE OF THE STATE OF CALIFORNIA DO ENACT AS FOLLOWS:**

**SECTION 1.** Section 3308 is added to the Unemployment Insurance Code, to read:

**3308.** (a) In addition to English, the department shall distribute the application for family temporary disability insurance benefits in all non-English languages spoken by a substantial number of non-English-speaking applicants. As used in this section, "substantial number of non-English-speaking applicants" has the same meaning as "substantial number of non-English-speaking people" is defined in Section 7296.2 of the Government Code.

(b) This section shall become operative on January 1, 2025.