California Budget & Policy Center

DATA HIT

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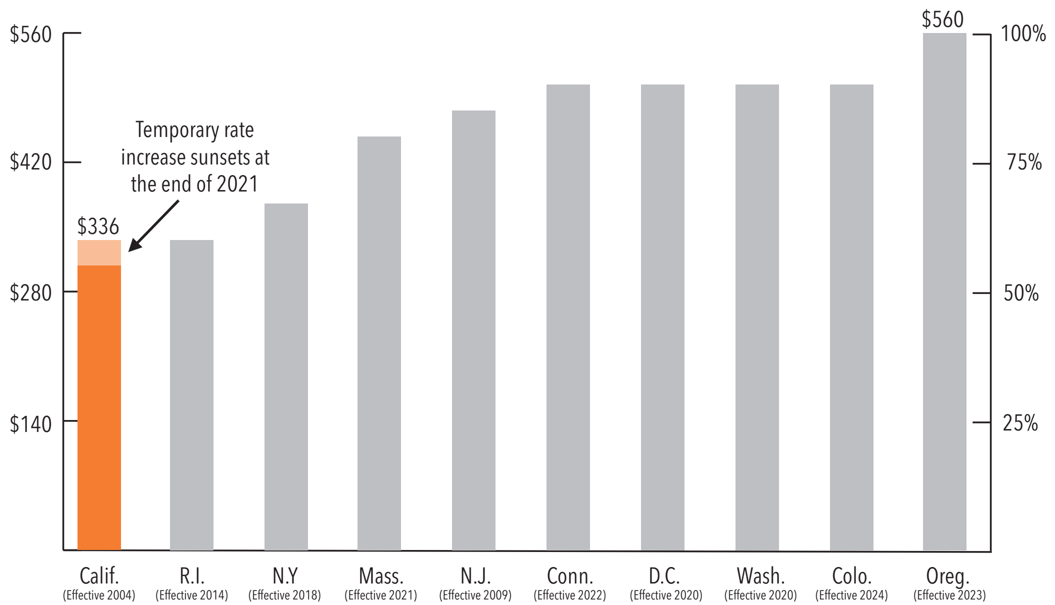
Paid Family Leave and State Disability Insurance Benefits in California Are Lower Than Similar Programs in Other States

Weekly Payment and Payment Rate for a Worker Earning $14 Per Hour, 2021



Note: The calculation of weekly payments assumes consistent earnings of $14 per hour for 40 hours per week throughout the prior 12-month period. Estimates for state programs that have not yet taken effect assume payments based on information as of April 2021.
Source: National Partnership for Women & Families; Budget Center analysis of various state laws and administrative documents

- Over the span of a career, most adults need time away from work to care for a new child, a family member, or for their own health. **The majority of California workers contribute to the state's paid family leave and state disability insurance programs** and are eligible for paid time off as care needs arise.

- **Policymakers *temporarily* increased payment rates for these programs in 2018** from 55% of earnings to 70% for workers with very low pay and 60% of earnings for all other workers, including full-time workers paid the minimum wage. Yet, California's benefits still fall short of those offered by similar programs in other states.

- **State policymakers must act or payment rates will revert to just 55% of earnings at the end of 2021.** Low payment rates block access to paid time off — especially for workers with low wages who are disproportionately women, Black, and Latinx. Californians should never have to choose between paying the bills and caring for themselves or their family.