California Budget & Policy Center

DATA HIT

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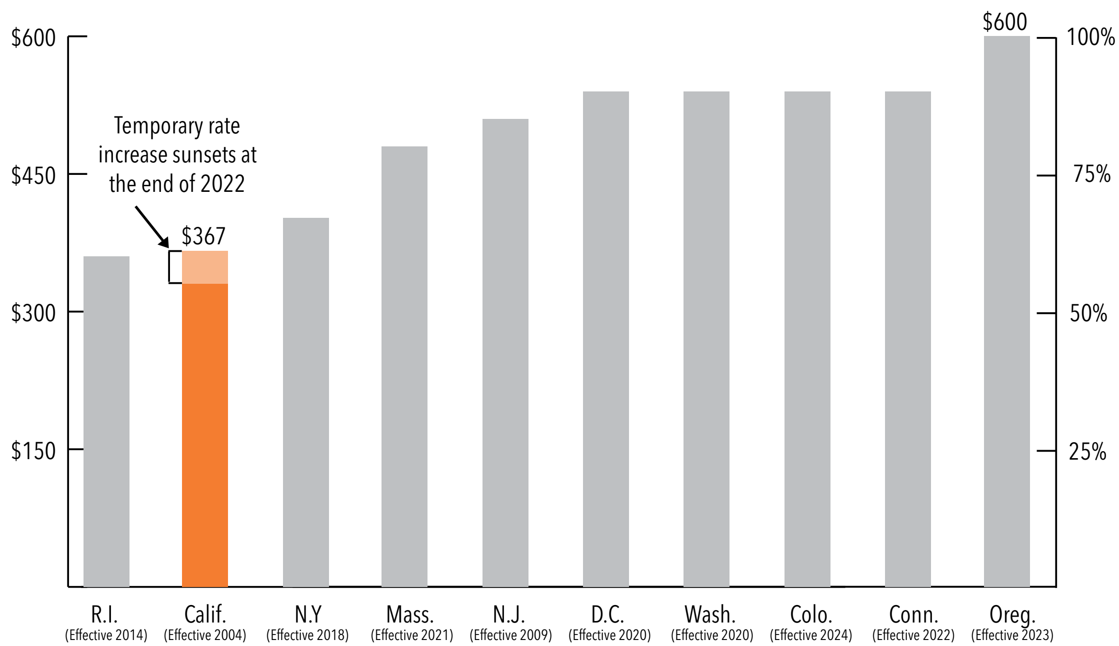
Paid Family Leave and State Disability Insurance Benefits in California Are Lower Than Most Other Similar State Programs

Weekly Payment and Payment Rate for a Worker Earning $15 Per Hour, 2022



Note: The calculation of weekly payments assumes consistent earnings of $15 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 February 2022.
Source: National Partnership for Women & Families; Budget Center analysis of various state laws and administrative documents

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- 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 about 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 most other similar state programs.**

- **State policymakers must act or payment rates will revert to just 55% of earnings at the end of 2022.** 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.