

a better
balance
the work and family legal center

ACLU
CALIFORNIA
ACTION

AMWA
American Medical Women's Association
The Vision and Voice of Women in Medicine since 1915


BreastfeedLA


ASSOCIATION OF
CALIFORNIA CAREGIVER
RESOURCE CENTERS

ACCESS
REPRODUCTIVE JUSTICE



**BUEN
VECINO**


BET TZEDEK
JUSTICE FOR ALL



"Fighting for Employee Rights"



**CALIFORNIA
BREASTFEEDING
COALITION**


**CALIFORNIA
CATHOLIC
CONFERENCE**

California Child Care Resource & Referral
NETWORK



**CALIFORNIA
PARTNERSHIP TO END
DOMESTIC VIOLENCE**
Together, We're Stronger.



**CALIFORNIA
LATINAS for
REPRODUCTIVE
JUSTICE**



HEALTH CARE & JUSTICE
CaHPSA
California Health Professional Student Alliance

**CALIFORNIA
WOMEN'S
LAW CENTER**

**CALIFORNIA
WIC
ASSOCIATION**
WORKING FOR BETTER HEALTH



**CALIFORNIA
Work & Family
COALITION**



**CARING
ACROSS
GENERATIONS**



CCA EJ

CaPA
California Physicians Alliance


**CENTER FOR
WORKERS'
RIGHTS**




**CENTRAL COAST
Early Childhood Advocacy Network**



**Children
Now®**



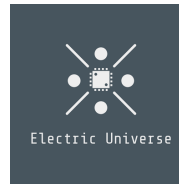
**EQUAL RIGHTS
ADVOCATES**



**CENTRO
LEGAL DE LA
RAZA**

FIRST 5
ASSOCIATION OF CALIFORNIA

**FAMILY
VALUES
@ WORK**



Electric Universe

FIRST 5
sonoma county

**FIRST 5
ALAMEDA
COUNTY**


Families In Transition


**FIRST 5
VENTURA COUNTY**


**FIRST 5
CALIFORNIA®**



**First 5
HUMBOLDT**
Tomorrow Starts Today


**Friends Committee on
Legislation of California**

LA BEST BABIES NETWORK
LABBN Healthy Babies. Our Future.


**FOOD
EMPOWERMENT
PROJECT**
Because your food choices can change the world


IEBfc
inland empire
breastfeeding
coalition



March 18th, 2022

Honorable Gavin Newsom Governor, State
of California

Honorable Nancy Skinner Chair, Senate
Budget and Fiscal Review Committee

Honorable Toni Atkins President pro
Tempore, California State Senate

Honorable Phil Ting Chair, Assembly
Committee on Budget

Honorable Anthony Rendon Speaker,
California State Assembly

To: Governor Newsom and the California State Assembly and Senate

We represent diverse constituencies including advocates for families with young children, older Californians, parents and caregivers, domestic violence prevention advocates, health and racial equity groups and worker and community advocacy organizations. We believe that every Californian should be able to take paid time off from work to recover from illness, care for their family or bond with a new child without jeopardizing their economic security.

California's State Disability Insurance (SDI) and Paid Family Leave (PFL) programs have served workers in our state for decades. Together, these two programs form a critical safety net that is intended to ensure that Californians are able to recover from a serious illness, bond with a new child or care for a seriously ill family member and still meet their financial obligations. However, because SDI and PFL provide only 60% of most workers' wages, they remain out of reach for many Californians. The COVID-19 crisis has highlighted both the importance of these programs, as well as the inequities and barriers that workers face in accessing them.

We respectfully request that the California Legislature and Administration increase wage replacement rates for low wage workers so that by January 1, 2025, low wage workers¹ receive 90% wage replacement for the first 16 weeks of SDI and all 8 weeks of PFL. We request that all other workers receive 70% wage replacement up to the maximum weekly benefit amount for the first 16 weeks of SDI and all 8 weeks of PFL.

Because current wage replacement rates are not enough to provide livable support to low-wage workers, who are more likely to be women, born outside of the United States, or to identify as Black or Latinx,² low-wage workers end up subsidizing higher wage workers' leaves through their contributions to the Disability Insurance (DI) Fund. Almost all employees in California pay into the DI fund with each paycheck, but middle and high income earners - who also have greater access to savings and employer-paid sick and vacation time - are far more likely to take leave and apply for PFL or SDI benefits. This inequity is magnified by the fact that low-wage workers in California, disproportionately those who identify as Black or Latinx, women and

¹ Low wage workers are defined as those making less than 70% of the State Average Weekly Wage.

² <https://laborcenter.berkeley.edu/low-wage-work-in-california/#worker-profile>

immigrants³, already face health disparities due to systemic racism, sexism and xenophobia. Paid Family Leave and State Disability Insurance are important interventions to address social determinants of health because they allow workers to care for their and their family's health without losing their full income. They reduce the likelihood of premature birth and infant mortality⁴, promote breastfeeding⁵, and reduce nursing home admissions.⁶

Workers who cannot afford to live off of 60% of their wages are currently forced to keep working, often endangering their or their family's health. Only workers earning less than \$27,213 a year (one third the median wage) currently receive a wage replacement rate of 70%, meaning that even full time workers earning minimum wage (\$15 an hour, or \$30,000 a year in 2022) do not qualify for the 70% wage replacement rate. If the Legislature takes no action this year, current wage replacement rates will sunset and the wage replacement rate for both SDI and PFL will actually decrease to 55% for all workers, placing these programs even more out of reach.

We cannot afford to move backwards, especially when we know how important this safety net is for California's families. Californians must be able to heal, care for family, or welcome a new child, regardless of their income. The 90% wage replacement rate proposed by SB 951 would ensure that low-wage workers, many of whom already struggle to support their families with their full wages, have the same right to be there for their families without risking their economic stability.

Further, SB 951 proposes to increase wage replacement rates without increasing contributions for low wage workers. To do this, SB 951 would require all workers to contribute to the DI fund equitably, based on their entire income, just like low-wage workers currently do. 91% of California workers would not see any change in their contributions, and the state would be able to afford meaningful benefits and access to leave for workers earning low wages.⁷

In order for SDI and PFL to really work for Californians earning low wages, we must increase wage replacement levels. California led the way by passing the first paid family leave law. It is time for us to lead by making our paid family leave program the most equitable in the nation - the ability to heal, bond with a child, or care for an ill family should not be limited to those with middle or high incomes.

³ <https://laborcenter.berkeley.edu/low-wage-work-in-california/#the-numbers>

⁴ Christopher J. Ruhm. 2011. "Policies to Assist Parents with Young Children." *Work and Family* 21(2); Maya Rossin. 2011. "The Effects of Maternity Leave on Children's Birth and Infant Health Outcomes in the United States." *Journal of Health Economics* 30(2); Sakiko Tanaka. 2005. "Parental Leave and Child Health Across OECD Countries." *The Economic Journal* 115(501): F7-F28; C.R. Winegarden and Paula Bracy. 1995. "Demographic Consequences of Maternal-Leave Programs in Industrial Countries: Evidence from Fixed-Effects Models." *Southern Economic Journal* 61(4): 1020-35; Pamela Winston. 2014. *Work-Family Supports for Low Income Families: Key Research Findings and Policy Trends*. Washington, D.C.: U.S. Department of Health and Human Services, Office of the Assistant Secretary for Planning and Evaluation.

⁵ Paid Family Leave: A Crucial Support for Breastfeeding. CLASP and BreastfeedLA. Retrieved December 11, 2018, from <https://www.clasp.org/sites/default/files/public/resources-and-publications/files/Breastfeeding-Paid-Leave.pdf>

⁶ Arora, K., & Wolf, D. A. (2017, November 3). Does Paid Family Leave Reduce Nursing Home Use? The California Experience. *Journal of Policy Analysis and Management*, 37(1), 38-62. DOI: 10.1002/pam.22038.

⁷ US Census Bureau Current Population Survey 2021 March Supplement

Sincerely,

A Better Balance

ACCESS Reproductive Justice

ACLU California Action

American Medical Women's Association

Association of California Caregiver Resource Centers

Bet Tzedek Legal Services

BreastfeedLA

Buen Vecino

California Breastfeeding Coalition

California Catholic Conference

California Child Care Resource & Referral Network

California Employment Lawyers Association

California Health Professional Student Alliance

California Latinas for Reproductive Justice

California Nurse-Midwives Association

California Partnership to End Domestic Violence

California Physicians Alliance

California WIC Association

California Women's Law Center

California Work & Family Coalition, Katie Waters-Smith, Political Organizing Director

Campbell High School Teachers Association

Caring Across Generations

Center for Community Action & Environmental Justice

Center for Workers' Rights

Central Coast Early Childhood Advocacy Network

Centro Legal de la Raza

Children Now

Clergy and Laity United for Economic Justice

Electric Universe

Equal Rights Advocates

Families In Transition of Santa Cruz County, Inc.
Family Values @ Work
First 5 Alameda County
First 5 Association of CA
First 5 California
First 5 Humboldt
First 5 Sonoma County
First 5 Ventura County
Food Empowerment Project
Friends Committee on Legislation of California
Girls Republic
Healthy Kids Happy Faces
Human Impact Partners
Inland Empire Breastfeeding Coalition
Inland Equity Partnership
Jewish Center for Justice
Justice At Last
LA Best Babies Network
Legal Aid at Work
Maternal and Child Health Access
Mixteco Indigena Community Organizing Project (MICOP)
NARAL Pro-Choice California
National Association of Social Workers - CA Chapter
National Council of Jewish Women California
National Council of Jewish Women Los Angeles
National Partnership for Women & Families
National Women's Political Caucus of California
Nevada County Citizens for Choice
Nursing Mothers Council
Orange County Equality Coalition
Our Family Coalition

Parent Voices CA
Pilipino Workers Center
Positive Discipline Community Resources
Prevention Institute
Public Counsel
Public Health Alliance of Southern California
ROC California
San Diego County Breastfeeding Coalition
San Francisco Senior and Disability Action
Santa Clara County Wage Theft Coalition
Small Business Majority
Street Level Health Project
Thai Community Development Center
UNITE-LA
United Ways of California
Walnut Avenue Family & Women's Center
Warehouse Worker Resource Center
Women For: Orange County
Working Partnerships USA
Worksafe