



Item 7100-001-0588—Employment Development Department Paid Family Leave (PFL)

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	Paid Family Leave Expansion in 2019-20	Process to Inform Future Paid Family Leave Changes	Positions to Implement Expansion	Outreach Funding
Governor	Lengthens paid family leave by two weeks (from six weeks to eight weeks) and reduces reserve requirement for Disability Insurance Fund.	Announced intent to establish a taskforce to consider further PFL changes.	Provides \$3.3 million special funds and 13 positions.	Provides \$4 million special funds each year in 2020-21 and 2021-22.
Senate	Approves Governor's proposal.	Adopts TBL to establish the membership and objectives of a taskforce.	Approves Governor's proposal.	Approves Governor's proposal.
Assembly	Rejects Governor's proposal.	Defers to the legislative policy committee process.	Rejects Governor's proposal.	Approves Governor's proposal.

TBL = trailer bill language

- **All Actions Acknowledge the Need for Further Work, but Take Different Approaches.** The Governor's proposal (to establish a taskforce to consider further PFL changes), the Senate action (to codify the membership and objectives of the taskforce), and the Assembly action (to reject the proposal and instead defer it to the legislative committee process) would all have the effect of allowing further deliberation to determine the ultimate package of PFL reforms.
- **Senate Lengthens PFL in Budget Year, While Assembly Does Not.** The Senate action to approve the Governor's proposal and initiate a taskforce to consider further options would increase the duration of PFL immediately. The Assembly action, on the other hand, would call for further deliberation prior to making any changes.



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- ***Legislature’s Goals for Paid Family Leave Should Guide Policy Choices.*** There are multiple ways to change the PFL program in California—lengthening the duration is one option. Others include increasing the wage replacement rate, changing the weekly benefit cap, and allowing leave to be used more flexibly. The policy, or combination of policies, the Legislature chooses to pursue should be based on its ultimate goals for the PFL program.
- ***Will Lengthening Leave Likely Be Part of the Legislature’s Ultimate Package of Paid Family Leave Reforms?*** If the Legislature is confident that lengthening paid family leave from six weeks to eight weeks will be part of its overall package of changes to the program, adopting the Senate action to lengthen leave duration in 2019-20 may make sense. The Assembly action, on the other hand, may be the right choice at this time if the Legislature believes that further deliberations are needed before making any major changes to the state’s PFL program.