



Paid Family Leave in California

Ten years into the program:
Who has benefited? What has been learned?

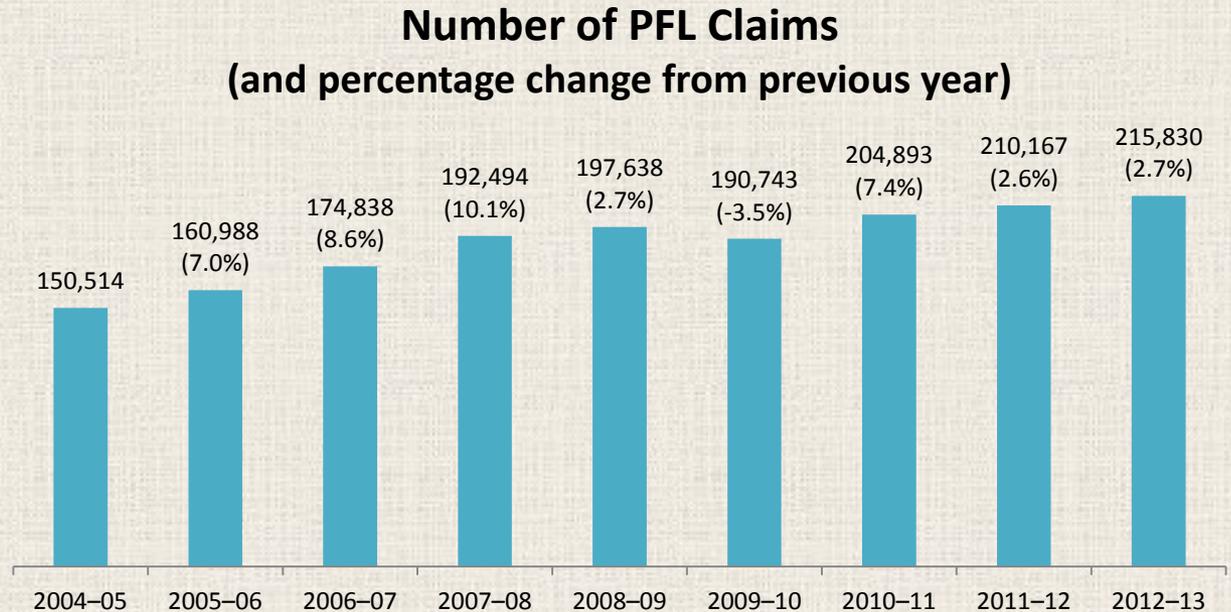
District of Columbia
Mayor's Working Group on Jobs, Wages, and Benefits
October 26, 2016

Overview

- Paid Family Leave Claimants
- Bonding Claims
- Care Claims
- Use of Paid Family Leave
- Looking to the Future

PFL Claimants

- > 1.8 million claims filed
- ~94% approved
- Over this 9 years, PFL claims as a % of California's employed civilian population increased from 1.0% to 1.3%



PFL Claimants: Age and Gender

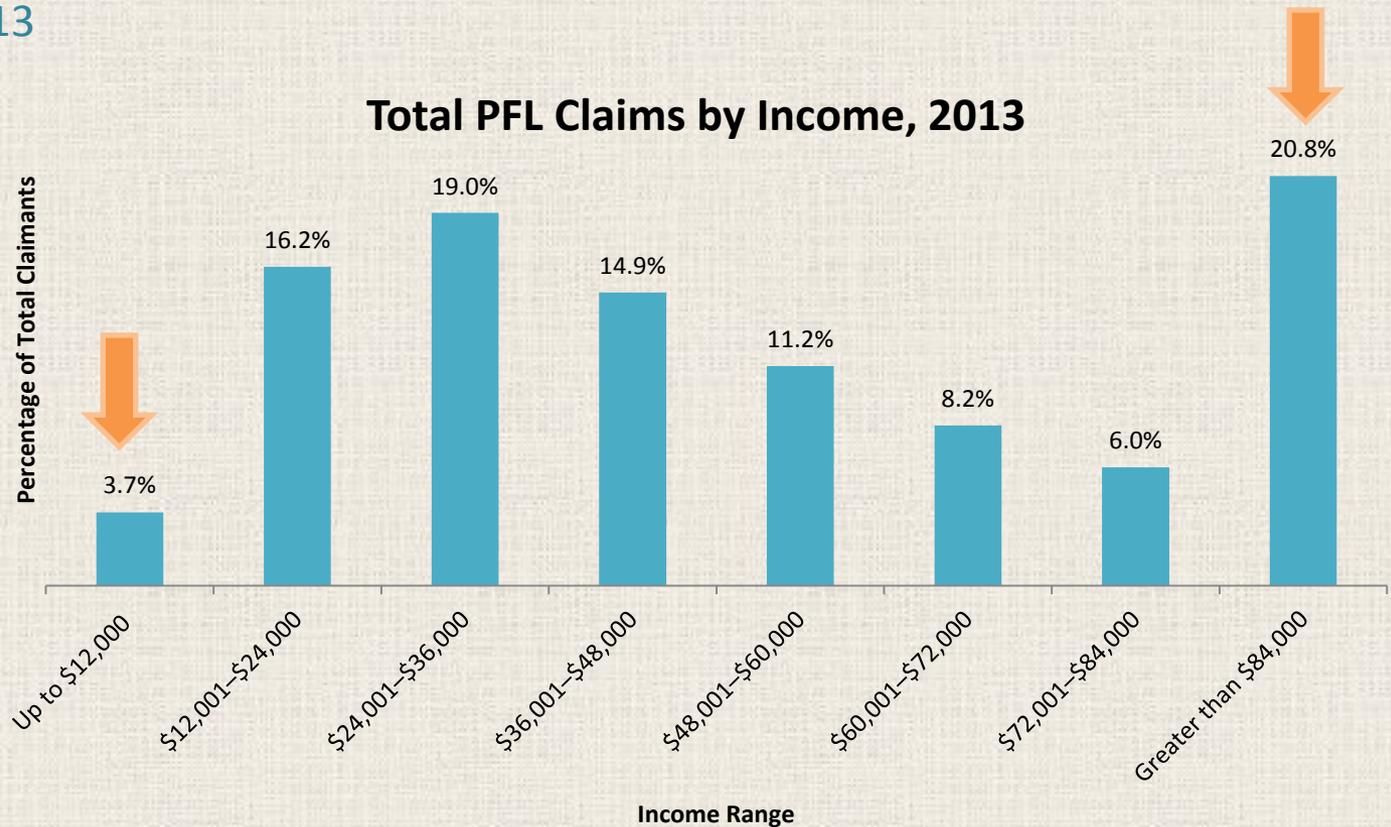
- Average age of claimants = 32 to 33, with a slight increase in the past 4 years

Proportion of Total PFL Claims by Gender

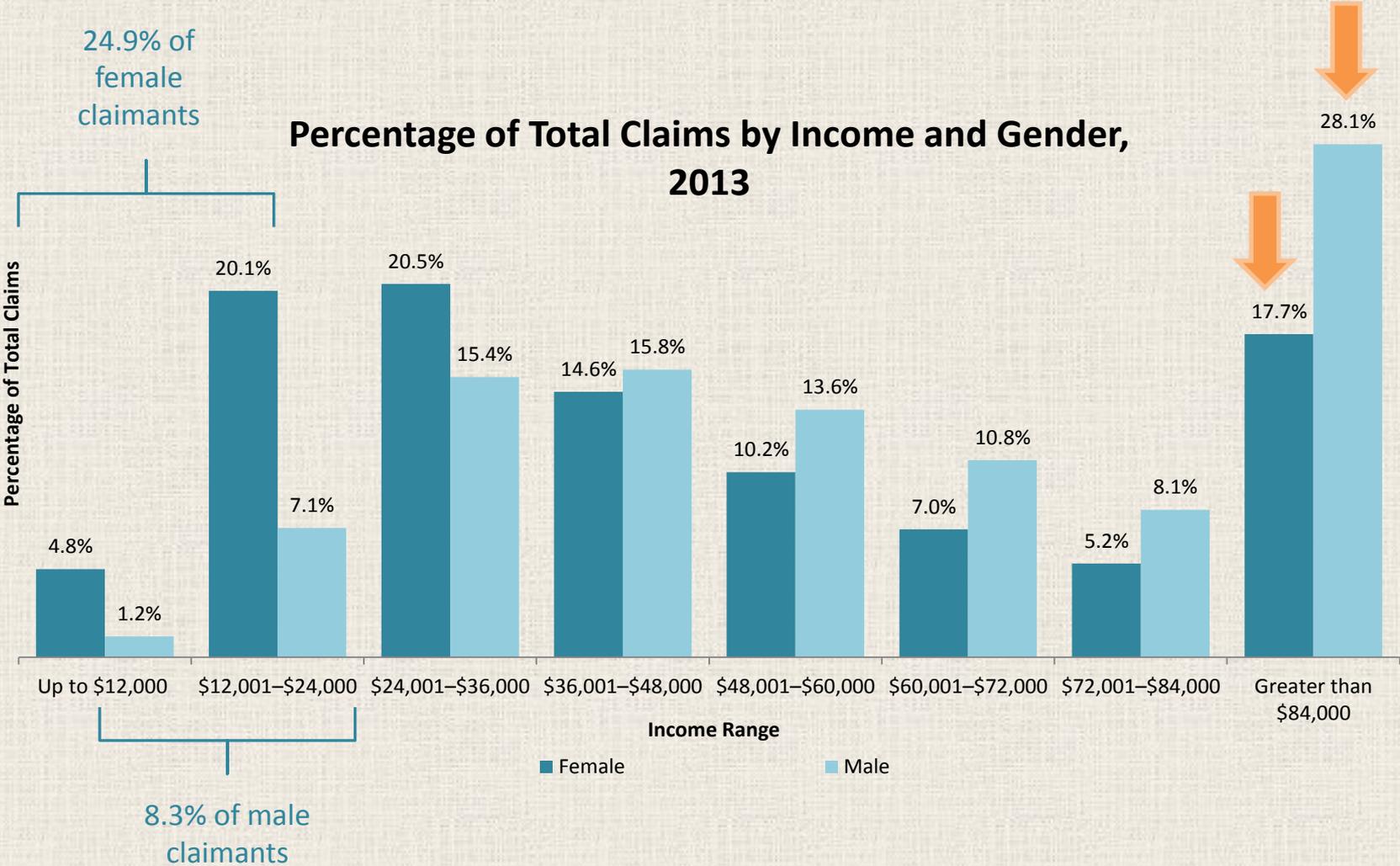


PFL Claimants: Income

- Claimants earning \leq \$36K:
 - 49.3% of all claimants in 2005
 - 38.9% in 2013

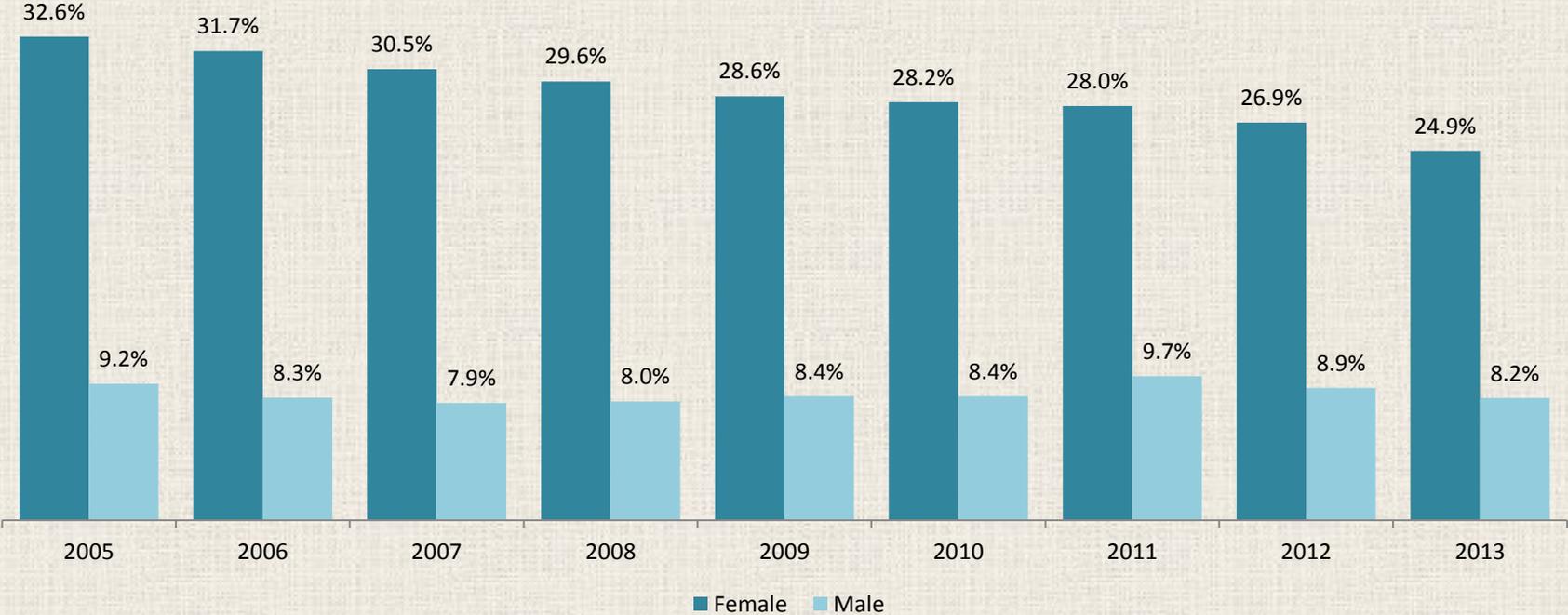


PFL Claimants: Gender *and* Income



PFL Claimants: Gender *and* Income

**Percentage of Total Claims by Gender
Earning Up to \$24,000/Year**



PFL Claimants: Gender *and* Income

Percentage of Total Claims by Gender Earning Incomes Over \$72,000/Year



Paid Family Leave Claims: Bonding

~ 88% of all PFL claims filed to bond with new children:

Biological	94.3%
Adopted	0.35%
Foster	0.31%
Step	0.02%

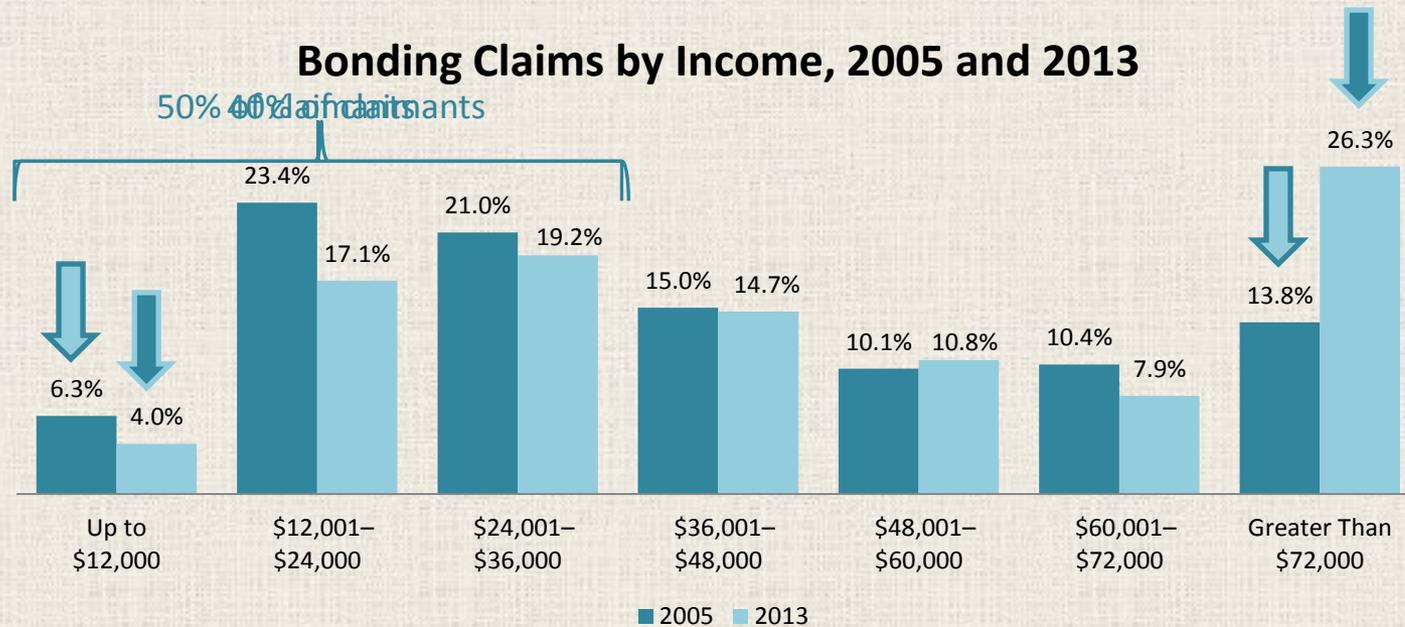
Proportion of Bonding Claims Filed by Men



Men's share of bonding claims has doubled since 2004.

Paid Family Leave Claims: Bonding

Income distribution: shifting toward claimants with higher incomes.



2005:

- 50% in \leq \$36K brackets
- Smallest group: lowest bracket
- 14% in highest income bracket

2013:

- 40% in \leq \$36K brackets
- Smallest group: lowest bracket
- 26% in highest income bracket

Paid Family Leave Claims: Care

- ~12% of all PFL claims were for care of a seriously ill family member
- 69% female claimants | 31% male claimants

Paid Family Leave Claims: Care

Income distribution: shifting toward claimants with higher incomes.



2005:

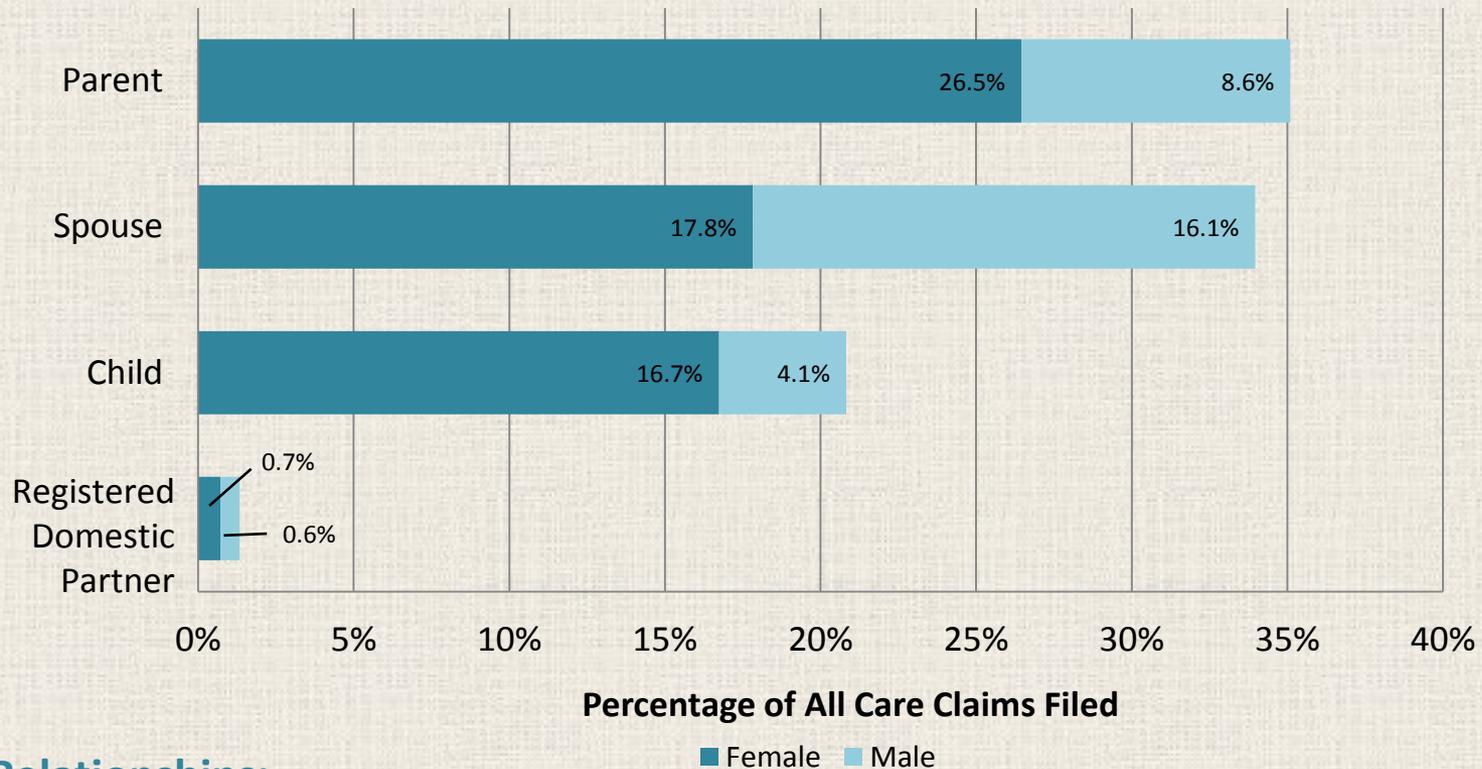
- ~40% in \leq \$36K brackets
- Smallest group: lowest bracket
- 16% in highest bracket

2013:

- <30% in \leq \$36K brackets
- Smallest group: lowest bracket
- 31% in highest bracket

Paid Family Leave Claims: Care

Relationship to Care Claimants, 2010–13

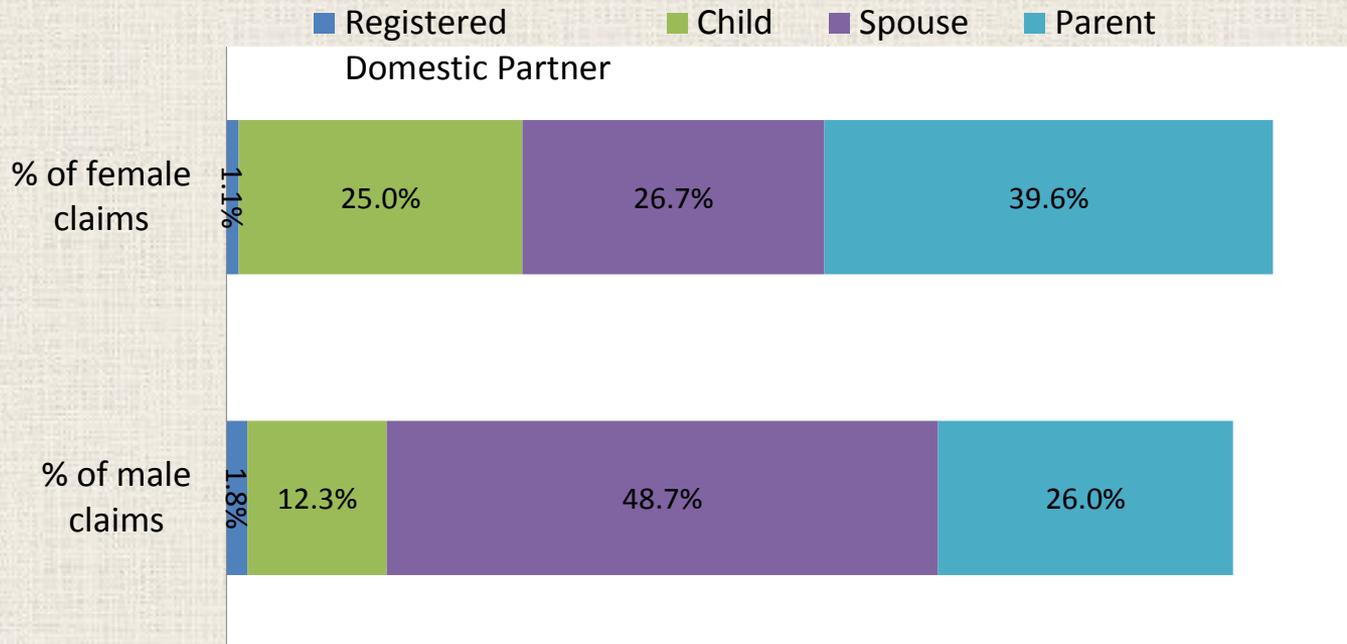


Relationships:

- **Parents** and **Spouses** were the most commonly filed-for relatives
- Female claimants filed more claims than male claimants in all categories
 - **Spouses** nearly equal

Paid Family Leave Claims: Care

Relationships to Care Claimants, 2010-2013



Relationships:

- Female claimants most often filed to care for **parents**
- Male claimants most often filed to care for **spouses**

Use of PFL: Approval Rates and Duration

- Approval rates
 - = 94.7% in 2013
 - =93.6%, 2004-2013

- Average duration, 2013
 - = Women took 5.5 weeks bonding, 3.8 weeks care
 - = Men took 4.5 weeks bonding, 3.6 weeks care

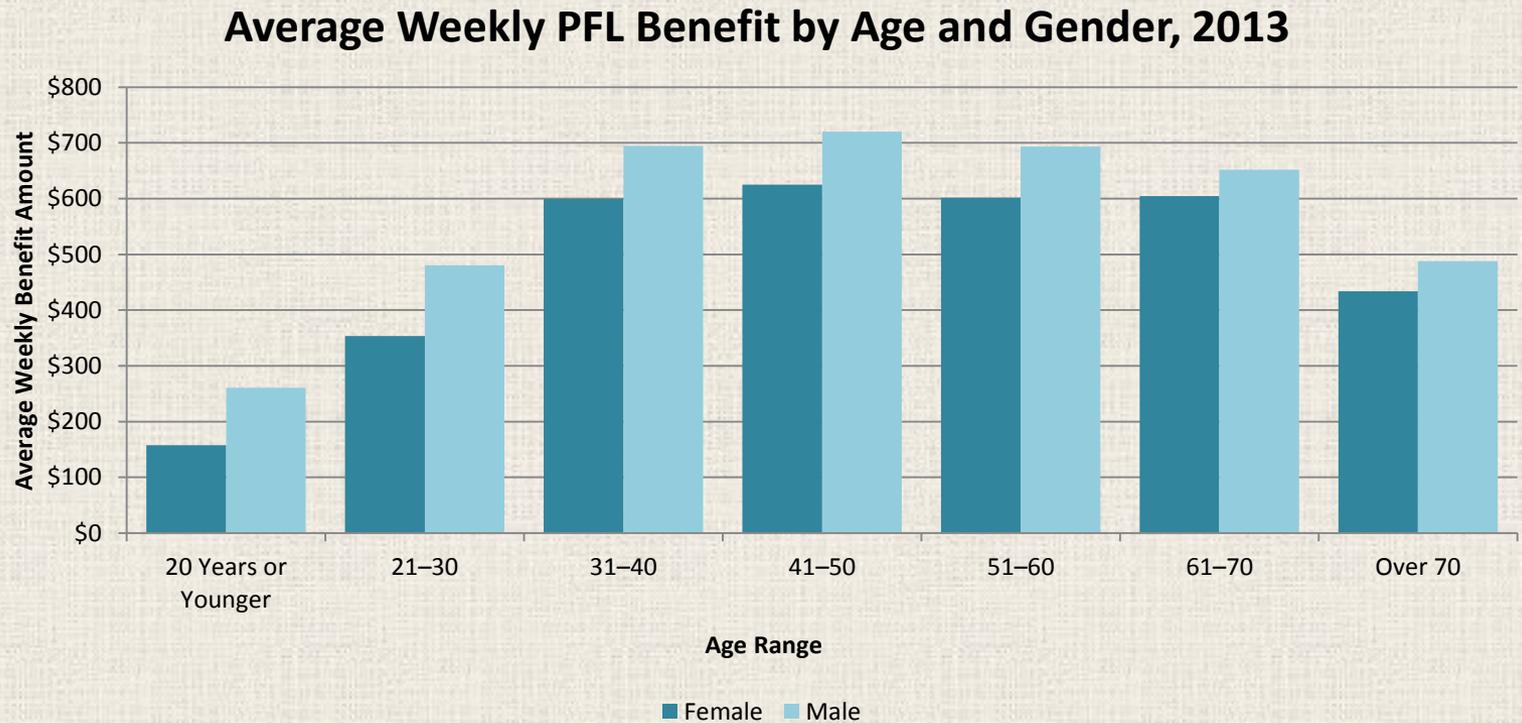
Use of PFL: Languages

- Language in which claims are filed, 2013
 - = 89.7% English
 - = 9.3% Spanish
 - = 1% other

- Approval rates by language, 2013
 - = 95%, English and Spanish
 - = 91.7%, other

Use of PFL: Average Benefits

- 2013: average PFL benefit = \$537.60
 - Women = \$498.13
 - Men = \$629.49



The Future of PFL

- Moving forward, what might improve upon successes of the program?
 - Revising the wage replacement rate
 - Job protection
 - Improving outreach efforts
 - Other?