

State Disability Insurance

This is the fourth piece of an informational series put forth by CAPS to ensure that members are aware of possible benefits and are able to voice their opinion in future surveys regarding benefits when bargaining a successor Memorandum of Understanding with the State of California.



CALIFORNIA ASSOCIATION OF
PROFESSIONAL SCIENTISTS

WHAT IS SDI AND WHAT DOES IT PROVIDE?

SDI provides partial wage replacement for state employees during periods of non work-related disability, illness, or injury (including disability due to pregnancy or childbirth) and allows access to Paid Family Leave partial wage replacement benefits to care for seriously ill or injured family member, to bond with new child, or to participate in a qualifying [exigency leave](#).

State Bargaining Units (1, 3, 4, 11, 14, 15, 17, 20, and 21) and non-state government employees are subject to State Disability Insurance (SDI).

FACTS ABOUT THE PROGRAM

- Eligible employees receive 60-70% of highest quarterly earnings [within the base period](#), not to exceed \$1540 ([adjusted annually](#)) per week under two programs:
 - [Disability Insurance](#): for non work-related illness, injury or pregnancy for up to 52 weeks.
 - [Paid Family Leave](#): to care for a seriously ill child, parent, parent-in-law, grandparent, grandchild, sibling, spouse, or registered domestic partner, or to bond with a new child for up to 8 weeks within any 12-month period.
- Employees who participate in this program contribute a percentage of salary through payroll deduction.
 - The cost fluctuates year to year, but it cannot exceed 1.5% of pay.
 - SDI contributions are 1.1% of employee's salaries for 2022.
 - Employers must agree to supplementation with SDI - for state bargaining units, this must be bargained.
 - Supplementation with paid leave hours cannot exceed 100% of gross salary when combined with SDI benefit.

IMPORTANT!

This benefit provides paid leave for more than personal injury, but costs a percentage of salary.

OTHER CONSIDERATIONS

Unit 10 rank-and-file members do not currently participate in State Disability Insurance. There is no way for an individual to switch into SDI because the benefit would need to be bargained for the entire rank-and-file membership. If Unit 10 members support a change, most employees will need to pay into SDI for an average of 6 months before they are able to use it. It is important to understand your current benefits (NDI/ENDI) and other potential options (SDI).