

Date of Hearing: July 9, 2025

ASSEMBLY COMMITTEE ON INSURANCE

Lisa Calderon, Chair

SB 590 (Durazo) – As Amended April 3, 2025

SENATE VOTE: 38-0

SUBJECT: Paid family leave: eligibility: care for designated persons

SUMMARY: Allows a “designated person” to receive Paid Family Leave (PFL) benefits.

Specifically, **this bill:**

- 1) Commencing July 1, 2027, expands eligibility for benefits under the PFL program to include individuals who take time off work to care for a seriously ill designated person.
- 2) Defines “designated person” to mean any individual related by blood or whose association with the employee is the equivalent of a family relationship.
- 3) Authorizes employees to identify the designated person when they file a claim for benefits.
- 4) Makes conforming changes to incorporate the designated person eligibility and makes other technical gender non-conforming changes to existing provisions.

EXISTING LAW:

- 1) Establishes the Employment Development Department (EDD) to, among other duties, administer the Unemployment Insurance (UI) and Disability Insurance programs. (UI Code §301)
- 2) Establishes the State Disability Insurance (SDI) program as a partial wage-replacement plan funded through employee payroll deductions that is available (through the Disability Insurance and PFL programs) to eligible individuals who are unable to work due to sickness or injury of the employee (including pregnancy), the sickness or injury of a family member, or the birth, adoption, or foster care placement of a new child. (UI Code §2601-3308)
- 3) PFL provides eligible employees up to eight weeks of wage replacement benefits within a 12-month period to worker who need to take time off work for the following reasons:
 - a) To care for a seriously ill family member, as defined;
 - b) To bond with a minor child within one year of the birth or placement of the child in connection with foster care or adoption;
 - c) To participate in a qualifying event because of a family member’s military deployment. (UI Code §3301)
- 4) PFL defines “family member” to mean a child, parent, grandparent, grandchild, sibling, spouse, or domestic partner. (UI Code §3302)

FISCAL EFFECT: Unknown.

COMMENTS:

- 1) *Purpose:* According to the author, “No one should have to choose between putting food on the table and caring for a seriously ill loved one and especially not those workers who have been contributing each month into the Paid Family Leave Insurance program. Yet, that is exactly what is happening in California when a worker’s loved one is not on the list of family members they can care for under that law. SB 590 updates California’s paid family leave law so that Californians can care for their extended or chosen family. In doing so, California will join Colorado, Connecticut, Oregon, Maine, Minnesota, New Jersey and Washington in recognizing the importance of these relationships.”
- 2) *Background:* Almost all private sector employees and some public sector employees pay into California’s Disability Insurance Fund, which funds the PFL Insurance Program. The program is entirely employee funded. PFL provides partial wage replacement when a worker is unable to work due to three circumstances: caring for a seriously ill family member (parent, child, spouse, registered domestic partner, sibling, grandparent or grandchild); bonding with a new child (through birth, adoption or foster care); or an exigency related to a spouse, registered domestic partner, parent, or child’s military deployment.
- 3) *Caregivers:* Immigrant, LGBTQ+, older and disabled Californians often rely upon chosen and extended family for care. However, workers frequently can’t access PFL benefits to care for a seriously ill member of their extended or chosen family.

Researchers have found substantial complexity in the living arrangements of migrants, who are less likely than other groups to live in simple arrangements with partners and children and much more likely to co-reside with extended family and non-biological family members. Many LGBTQ+ adults, especially older adults, do not have accessible relationships with biological relatives. In one study, 42 percent of LGBTQ+ adults said they would depend on close friends in an emergency, compared to 25 percent of the general population.

A 2021 analysis from the Census Bureau found that, “Of the 92.2 million adults ages 55 and older in 2018, 15.2 million (16.5%) are childless.” Aging adults also rely on a wide network of relationships for caregiving. Many caregivers are partners, neighbors or friends. Among Americans who provide care to an adult age 65 or older, more than 23% provide care for a friend, neighbor, or other unrelated person.

Among people with disabilities, 42 percent reported taking time off to care for chosen family, compared with 30 percent of people without disabilities.

REGISTERED SUPPORT / OPPOSITION:

Support

A Better Balance
AARP
Aauw California

Access Reproductive Justice
ACLU California Action
Alliance of Californians for Community Empowerment
Alzheimer's Greater Los Angeles
Alzheimer's Orange County
Alzheimer's San Diego
American Federation of State, County and Municipal Employees, Afl-cio
Asian Americans Advancing Justice Southern California
Asian Law Alliance
Asian Law Caucus
Association of California Caregiver Resource Centers
Black Women for Wellness Action Project
California Alliance for Retired Americans
California Black Chamber of Commerce
California Breastfeeding Coalition
California Child Care Resource and Referral Network
California Coalition on Family Caregiving
California Collaborative for Long-term Services and Supports (CCLTSS)
California Commission on the Status of Women and Girls
California Domestic Workers Coalition
California Employment Lawyers Association
California Federation Business and Professional Women
California Federation of Labor Unions, Afl-cio
California Immigrant Policy Center
California Latinas for Reproductive Justice
California Legislative LGBTQ Caucus
California Lgbtq Health and Human Services Network
California Native Vote Project
California Pan-ethnic Health Network
California Partnership to End Domestic Violence
California Rural Legal Assistance Foundation
California Wic Association
California Women Lawyers
California Women's Law Center
California Work & Family Coalition
Californians for Safety and Justice
Cameo Network
Caring Across Generations
Center for Community Action and Environmental Justice (CCA EJ)
Center for Law and Social Policy (CLASP)
Central Valley Gender Health & Wellness
Centro Legal De LA Raza
Child Care Law Center
Citizens for Choice
Colage
Consumer Attorneys of California
Courage California
End Child Poverty California Powered by Grace
Equal Rights Advocates

Equality California
Evolve California
Family Caregiver Alliance (FCA)
Family Values @ Work
Family Violence Appellate Project
First 5 Association of California
First 5 California
Food Empowerment Project
Friends Committee on Legislation of California
Futures Without Violence
Health in Partnership
Instituto De Educacion Popular Del Sur De California (IDEPSCA)
Insure the Uninsured Project
Jewish Center for Justice
Jtmw LLC
Justice in Aging
LA Best Babies Network
Leeza's Care Connection
Legal Aid At Work
Legal Link
Los Angeles Alliance for a New Economy
Lutheran Office of Public Policy - California
Microenterprise Collaborative of Inland Southern California
Mujeres Unidas Y Activas
National Association of Social Workers California
National Council of Jewish Women CA
National Council of Jewish Women Los Angeles
National Domestic Workers Alliance
National Women's Political Caucus of California
Nourishing Justly
Oasis Legal Services
Orange County Equality Coalition
Our Family Coalition
Pacific Community Ventures
Parent Voices California
Poder Latinx
Prevention Institute
Public Counsel
Reproductive Freedom for All California
Rising Communities (formerly Community Health Councils)
San Diego County Breastfeeding Coalition
Santa Clara County Wage Theft Coalition
Seiu California
Senior Services Coalition of Alameda County
Small Business Majority
Somos Familia Valle
Techequity Action
Thai Community Development Center
The Center for Sexuality & Gender Diversity

The Gala Pride & Diversity Center
The Lgbtq Community Center of the Desert
The Restaurant Opportunity Center of the Bay
UAW Region 6
Ufcw - Western States Council
Unite-la
Universidad Popular
Warehouse Worker Resource Center
Watsonville Law Center
Western Center on Law and Poverty
Women Organized to Make Abuse Non-existent (woman Inc)
Women's Employment Rights Clinic of Golden Gate University
Women's Foundation California
Working Partnerships USA
Worksafe

Opposition

None on file.

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