



Date: November 22, 2024
To: All California Employees
From: Human Resources
RE: Changes to our California Voluntary Plan for 2025

Legislative Update

Senate Bill 951 revises the State Disability Insurance (SDI) weekly benefit amount (WBA) formulas to a 70% to 90% wage replacement for periods of disability beginning on or after January 1, 2025.

Assembly Bill 2123 removes sub-sections (c) and (d) from the California Unemployment Insurance Code (CUIC) Section 3303.1 which gives employers the ability to require that employees take two weeks of earned unused vacation pay prior to the receipt of Paid Family Leave (PFL) benefits.

For claims beginning on or after January 1, 2025, The Santa Clara University Voluntary Disability Plan will continue to provide employees benefits equal to 70% or 90% of your weekly earnings, based on your income, up to a maximum weekly benefit of \$1,700.

Benefits for Paid Family Leave, which are also paid in an amount equal to 70 or 90 percent of your weekly earnings based on your income will also increase to a maximum weekly benefit of \$1,700.

Santa Clara University's 2025 contribution formula of 1.2% of your total calendar year wages is the same amount that you would be required to contribute under the State Plan.

You have the right to withdraw from the Plan whenever there is a change made to the Plan. If you decide to withdraw, you must do so in writing. You have 10 days from the date of this announcement to submit your written notification to the Benefits Department. Once you withdraw, you will be covered by the State Plan, on the first day of the quarter following the date of your withdrawal. The State Plan generally pays a lower benefit and has more restrictive provisions than our Voluntary Plan.

If you have any questions about these changes, please contact your Human Resources Department.