

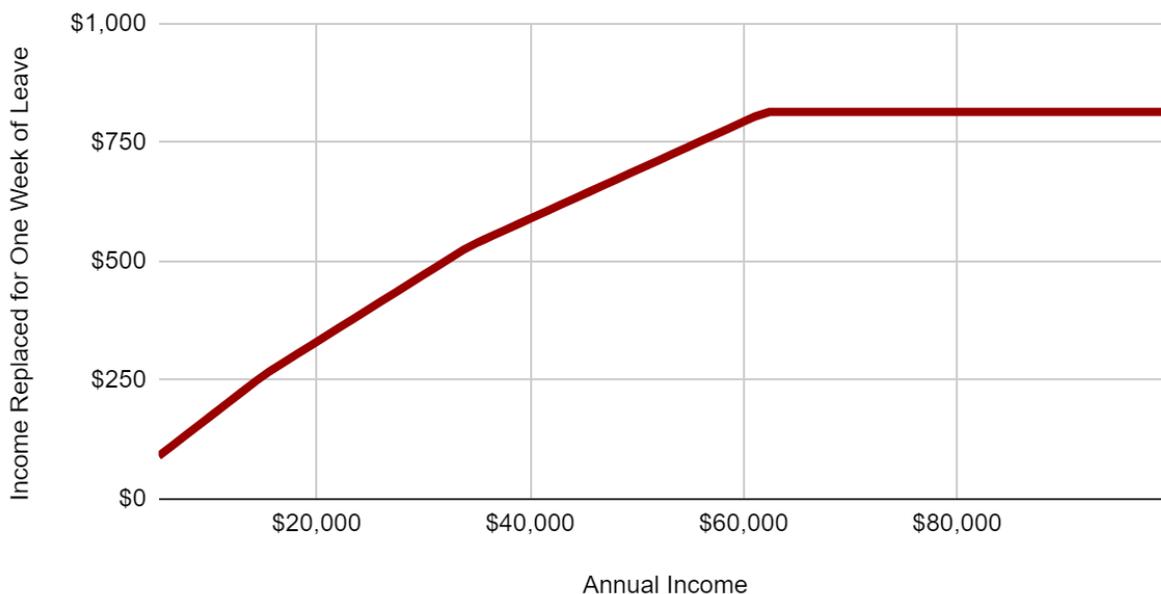
How Much Income Will Build Back Better Paid Leave Replace?

DECEMBER 2021

The Build Back Better Act would provide up to four weeks of paid family and medical leave for working people who time away from work to welcome a new child, address their own serious health condition or care for a loved one with a serious health condition. The paid leave program would replace income on a sliding scale, with the lowest-paid workers receiving up to about 90 percent of their usual wages, and a typical full-time worker receiving about two-thirds. The charts and table below show approximate wage replacement for workers at a range of income levels.¹

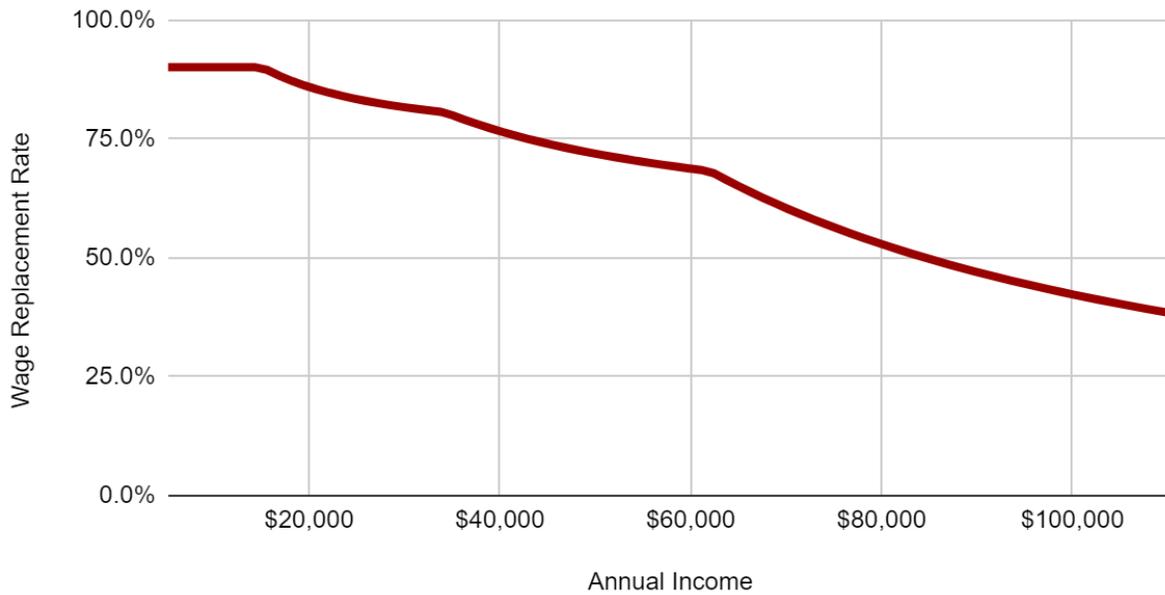
Income Replaced per Week, by Annual Income

Prepared by the National Partnership for Women & Families.



Wage Replacement Rate by Annual Income

Prepared by the National Partnership for Women & Families.



Income Replacement under the Build Back Better Act				
Annual income	Average weekly income	Income replaced per week	Wage replacement rate	Income replaced, four-week leave
\$5,200	\$100	\$90	90.1%	\$361
\$6,500	\$125	\$113	90.1%	\$451
\$7,800	\$150	\$135	90.1%	\$541
\$9,100	\$175	\$158	90.1%	\$631
\$10,400	\$200	\$180	90.1%	\$721
\$11,700	\$225	\$203	90.1%	\$811
\$13,000	\$250	\$225	90.1%	\$901
\$14,300	\$275	\$248	90.1%	\$992
\$15,600	\$300	\$269	89.6%	\$1,075
\$16,900	\$325	\$287	88.3%	\$1,148
\$18,200	\$350	\$305	87.2%	\$1,221
\$19,500	\$375	\$324	86.3%	\$1,294
\$20,800	\$400	\$342	85.5%	\$1,368
\$22,100	\$425	\$360	84.7%	\$1,441

\$23,400	\$450	\$378	84.1%	\$1,514
\$24,700	\$475	\$397	83.5%	\$1,587
\$26,000	\$500	\$415	83.0%	\$1,660
\$27,300	\$525	\$433	82.5%	\$1,733
\$28,600	\$550	\$452	82.1%	\$1,807
\$29,900	\$575	\$470	81.7%	\$1,880
\$31,200	\$600	\$488	81.4%	\$1,953
\$32,500	\$625	\$507	81.0%	\$2,026
\$33,800	\$650	\$525	80.7%	\$2,099
\$35,100	\$675	\$540	80.0%	\$2,159
\$35,805	\$689	\$547	79.4%	\$2,188
\$36,400	\$700	\$553	79.0%	\$2,212
\$37,700	\$725	\$566	78.1%	\$2,265
\$39,000	\$750	\$580	77.3%	\$2,318
\$40,300	\$775	\$593	76.5%	\$2,371
\$41,600	\$800	\$606	75.8%	\$2,424
\$42,900	\$825	\$619	75.1%	\$2,477
\$44,200	\$850	\$633	74.4%	\$2,530
\$45,500	\$875	\$646	73.8%	\$2,583
\$46,800	\$900	\$659	73.2%	\$2,636
\$48,100	\$925	\$672	72.7%	\$2,689
\$49,400	\$950	\$686	72.2%	\$2,742
\$50,700	\$975	\$699	71.7%	\$2,796
\$52,000	\$1,000	\$712	71.2%	\$2,849
\$53,300	\$1,025	\$725	70.8%	\$2,902
\$53,996	\$1,038	\$732	70.5%	\$2,930
\$54,600	\$1,050	\$739	70.3%	\$2,955
\$55,900	\$1,075	\$752	69.9%	\$3,008
\$57,200	\$1,100	\$765	69.6%	\$3,061
\$58,500	\$1,125	\$778	69.2%	\$3,114
\$59,800	\$1,150	\$792	68.8%	\$3,167
\$60,061	\$1,155	\$794	68.8%	\$3,177
\$61,100	\$1,175	\$805	68.5%	\$3,220
\$62,400	\$1,200	\$814	67.8%	\$3,256
\$63,700	\$1,225	\$814	66.5%	\$3,256
\$65,000	\$1,250	\$814	65.1%	\$3,256
\$66,300	\$1,275	\$814	63.9%	\$3,256
\$67,600	\$1,300	\$814	62.6%	\$3,256

\$68,900	\$1,325	\$814	61.4%	\$3,256
\$70,200	\$1,350	\$814	60.3%	\$3,256
\$71,500	\$1,375	\$814	59.2%	\$3,256
\$72,800	\$1,400	\$814	58.1%	\$3,256
\$74,100	\$1,425	\$814	57.1%	\$3,256
\$75,400	\$1,450	\$814	56.1%	\$3,256
\$76,700	\$1,475	\$814	55.2%	\$3,256
\$78,000	\$1,500	\$814	54.3%	\$3,256
\$79,300	\$1,525	\$814	53.4%	\$3,256
\$80,600	\$1,550	\$814	52.5%	\$3,256
\$81,900	\$1,575	\$814	51.7%	\$3,256
\$82,417	\$1,585	\$814	51.4%	\$3,256
\$83,200	\$1,600	\$814	50.9%	\$3,256
\$84,500	\$1,625	\$814	50.1%	\$3,256
\$85,800	\$1,650	\$814	49.3%	\$3,256
\$87,100	\$1,675	\$814	48.6%	\$3,256
\$88,400	\$1,700	\$814	47.9%	\$3,256
\$89,700	\$1,725	\$814	47.2%	\$3,256
\$91,000	\$1,750	\$814	46.5%	\$3,256
\$92,300	\$1,775	\$814	45.9%	\$3,256
\$93,600	\$1,800	\$814	45.2%	\$3,256
\$94,900	\$1,825	\$814	44.6%	\$3,256
\$96,200	\$1,850	\$814	44.0%	\$3,256
\$97,500	\$1,875	\$814	43.4%	\$3,256
\$98,800	\$1,900	\$814	42.8%	\$3,256
\$100,100	\$1,925	\$814	42.3%	\$3,256

¹ Based on H.R. 5376, the Build Back Better Act, as passed by the U.S. House of Representatives November 3, 2021. See <https://rules.house.gov/sites/democrats.rules.house.gov/files/BILLS-117HR5376RH-RCP117-18.pdf>. Benefit rates would be slightly reduced by sequestration under current law. See https://www.speaker.gov/sites/speaker.house.gov/files/1103021_SectionbySection%20forBuildBackBetterAct.pdf. According to the Current Population Survey, median income for a full time, year-round worker in 2020 was approximately \$60,061. See <https://www.census.gov/data/tables/time-series/demo/income-poverty/cps-pinc/pinc-01.html>.