

Who the SIBTF Trailer Bill Hurts and Who It Helps

2026 California Budget Trailer Bill Amending Labor Code §§ 4750 et seq.

WHO IT HURTS	WHO IT HELPS
<p>Unions & Union Workers SIBTF claimants skew heavily union, minority, and older. The bill cuts benefits for the workers California labor has fought to protect for 80 years.</p> <p>Firefighters & Peace Officers Career-long cumulative trauma, duty-related PTSD managed with medication, and prior service-connected injuries are exactly the profile the “treatable by medication” carve-out disqualifies.</p> <p>Veterans SIBTF was created in 1945 specifically to help returning veterans with service-connected disabilities re-enter the workforce. The bill abandons that founding purpose.</p> <p>Californians with Disabilities Workers whose pre-existing conditions were managed with medication, a CPAP, insulin, or a prosthetic device are specifically carved out — contradicting the ADA and FEHA rules California already follows.</p> <p>Cities, Counties & School Districts Public employers absorb the cost-shift to the basic industrial claim — higher QME costs, vocational-expert fees, longer litigation, and catastrophic-claim exposure previously shared with SIBTF.</p> <p>California Small Businesses Industrial carriers facing higher basic-case costs pass them through as workers’ compensation premium increases. Small employers pay the premium hike without the deep pockets to absorb it.</p> <p>California Taxpayers Workers denied SIBTF cascade into Medi-Cal, SSI/SSP, IHSS, CalFresh, county indigent care, and homelessness services — shifting costs from an employer-funded trust fund to the General Fund.</p>	<p>Meta / Facebook (Mark Zuckerberg) Self-insured tech employers pay a reduced SIBTF assessment — a savings that flows to the bottom line.</p> <p>Tesla & SpaceX (Elon Musk) Lower SIBTF assessments reduce workers’ compensation costs for large self-insured California operations.</p> <p>Apple (Tim Cook) A Cupertino-headquartered, self-insured employer with a substantial California payroll is among the direct beneficiaries of the reduced assessment.</p> <p>Google / Alphabet (Sundar Pichai, Larry Page, Sergey Brin) Mountain View’s self-insured workforce sees reduced workers’ compensation costs; the founders and executive team capture the benefit.</p> <p>Oracle & Salesforce (Larry Ellison, Marc Benioff) Large California-based tech enterprises with significant self-insured exposure benefit from the lower assessment line item.</p> <p>Nvidia (Jensen Huang) Santa Clara-based chipmaker with California payroll captures the reduced SIBTF assessment directly.</p>

The Bottom Line: California is being asked to cut benefits for its most seriously disabled workers — veterans, firefighters, police officers, union members, and workers with disabilities — while shifting costs to taxpayers and small businesses, so that the largest self-insured employers in the state pay a smaller assessment.