

LEGAL AID AT WORK

EQUITABLE PAID FAMILY AND MEDICAL LEAVE

Health Benefits of Paid Leave

Increases

- Breastfeeding duration
- Vaccinations and check ups
- Ability to complete and afford cancer treatment

Decreases

- Maternal depression
- Nursing home enrollment
- Duration of hospital stays for seriously ill children (if their parents can be with them)

Paid Family & Medical Leave

Job Protection

- Allows workers to take up to **12 weeks** off per year and return to the same (or comparable) position
- Require continuation of **health benefits**
- California Family Rights Act (CFRA), New Parent Leave Act (NPLA), Pregnancy Disability Leave (PDL)
- Strict eligibility requirements

Wage Replacement

- State Disability Insurance (SDI) – up to 52 weeks
- Paid Family Leave (PFL) – 6 weeks (8 starting in July)
- **60 or 70%** of income up to a cap (currently \$1300/ week)
- Entirely worker funded

Lack of Job Protection

CFRA	NPLA	FAMILY DEFINITION
Excludes 40% of the workforce	Excludes 25% of the workforce	Limited to spouse, DP, minor child

Low wage workers are disproportionately excluded

Lack of job protection is the leading reason people forgo PFL.

Paid Family Leave Budget Proposal

- Job protection regardless of employer size, covering 5.7 million more workers in California
- Inclusive definition of family – grandparents, grandchildren, parents in law, siblings, adult children (and parents, spouses, domestic partners, minor children)

WORKING FAMILIES AND COVID 19



Legal Aid at Work Resources

- Legal Aid at Work's [FAQ](#). Available in English, Spanish, Chinese. (Vietnamese, Arabic and Urdu coming soon)
- [Work and Family](#) helpline – free, confidential legal advice
- Paid Sick Days, State Disability Insurance, Paid Family Leave & Workers' Compensation are available regardless of immigration status

What can we do?

- **Paid Family Leave budget proposal**
- Relax certification requirements for SDI, PFL
- Fill gaps left by federal Families First Coronavirus Response Act
- Expand Paid Sick Days
- Include school closures
- Clarify that job protection and wage replacement programs cover public health emergencies
- Increase wage replacement rate