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 hospitals 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

<table>
<thead>
<tr>
<th>CFRA</th>
<th>NPLA</th>
<th>FAMILY DEFINITION</th>
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<tbody>
<tr>
<td>Excludes 40% of the workforce</td>
<td>Excludes 25% of the workforce</td>
<td>Limited to spouse, DP, minor child</td>
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**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