



Working Caregivers Need Paid Family and Medical Leave

IMPACT OF UNPAID LEAVE ON WORKING CAREGIVERS

- Just 17% of workers have access to paid family leave through their employer.
- Just 6% of low wage workers have access to paid leave.
- According to AARP CT, Connecticut's **459,000** caregivers provide **427 million hours** of unpaid care to their parents, spouses and adult relatives. This amounts to an estimated value of **\$5.9 billion** annually.
- Nearly **70%** of caregivers report having to make work accommodations while they are providing care.
- A total of **27%** of adult caregivers reported debt or a need to borrow money to cover missed wages.
- People of color who care caregivers to their families tend to be **younger** and more likely to be employed than white caregivers, which means they may face greater conflicts between work and family
- Caregivers experience **high levels** of stress, depression and frustration, and suffer from higher rates of chronic disease, slower healing and diminished immune response.

PAID LEAVE: GOOD FOR BUSINESS & THE ECONOMY

- U.S. businesses lose up to an estimated **\$33.6 billion** in lost productivity, absenteeism, work day distractions and reduction in hours from full-time, working caregivers.
- Recent research shows that California's paid leave program has **reduced** nursing home usage.
- Paid family leave helps workers remain at their job while providing care and relieves businesses of the expensive costs and stress of replacing employees.

**AARP
Poll:**

85%

**of CT voters
SUPPORT paid
family leave**

HOW DOES IT WORK?

- Legislation will create an **INSURANCE** program. All employees contribute to a pool that they can draw from when they need to take leave to care for an ill relative, welcome a new baby, or recover from their own illness or health emergency.
- All start-up costs are reimbursed to the General Fund within the first YEAR of collections. Premiums are collected for a year before claimants will draw upon the fund, which will make the program self-sustaining and able to handle benefit claims as well as financially support staffing needs.
- Just like car, health, or home insurance, everyone contributes. The proposed program operates as an insurance pool because only a fraction of residents will use it at the same time.
- Not everyone will need to take the full 12 weeks, and some may not need to take any leave at all, but everyone has the peace of mind of knowing paid family or medical leave is available to them.

Learn more: www.paidfamilyleavect.org

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End Note:

Allen, T., Bissell, M., & Monroe, S. (September 2018). *A New Frontier in Paid Leave: Supporting Family Caregivers Providing Alzheimer's and Dementia Care RESULTS FROM A NATIONAL SURVEY OF EMPLOYED ADULT CAREGIVERS COMMISSIONED BY US AGAINST ALZHEIMER'S*. Retrieved from https://www.usagainstalzheimer.org/sites/default/files/2018-09/A_New_Frontier_In_Paid_Leave.pdf

Feinberg, L. (September, 2018). *Breaking New Ground: Supporting Employed Family Caregivers with Workplace Leave Policies*. Retrieved from <https://www.aarp.org/content/dam/aarp/ppi/2018/08/breaking-new-ground-supporting-employed-family-caregivers-with-workplace-leave-policies.pdf>