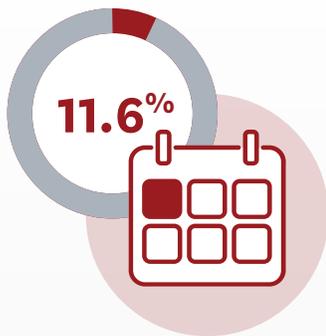


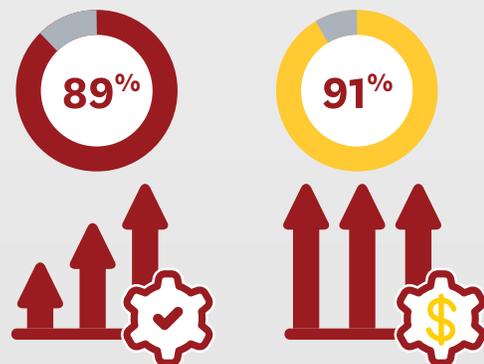
Did You Know?: LIMITATIONS OF CURRENT LEAVE LAWS IN THE STATE



The Family and Medical Leave Act applies only to employees at private companies with over 50 employees living within a 75-mile radius. To be eligible, employees must have worked at least 12 months with their employer, have provided 1,250 hours worked in the last year, and been on payroll for the past 20 weeks. Consequently, the law only covers only 55 to 60% of workers due to limitations in eligibility. ¹



Despite having the oldest paid family leave law in the nation, just 11.6% of paid leave claims in California were taken by family caregivers from March 2017 to April 2018 ²



A 2011 evaluation of California's paid leave law indicates that 89% employers found a positive or unnoticeable effect of PFL on productivity, and 91% reported the same outcomes for profitability/performance. Very few employers were aware of any abuses of the policy. ³



Human resource departments and professionals are among the most likely to advise employees on access to PFL, but of 78% of human resource professionals indicate additional PFL training is needed ⁴

Learn more about ways to improve leave options by viewing the final report of the California Task Force on Family Caregiving: www.tffc.usc.edu

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Family Caregiving (TFFC)



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