



February 15, 2017

The Honorable Hannah-Beth Jackson  
c/o Lisa Gardiner, Chief of Staff (Lisa.Gardiner@sen.ca.gov)  
State Capitol, Room 2032  
Sacramento, CA 95814

RE: SB 62 (Jackson)  
Expanding Job Protection to Caregivers – SUPPORT

Dear Senator Jackson,

On behalf of the Center for Law and Social Policy (CLASP), I write in support of Senate Bill (SB) 62. CLASP is a national organization that works to improve the lives of low-income people by developing and advocating for federal, state, and local policies that strengthen families and create pathways to education and work. CLASP has staff in California and works closely with partners throughout the state.

SB 62 acknowledges the multitude of family relationships that play an essential role in so many Californian's lives. The bill will extend job-protected leave to California workers when they must take time off to care for seriously ill adult children, siblings, grandparents, grandchildren, and parents-in-law. At present, the California Family Rights Act (CFRA), only protects workers' jobs when they take leave to care for a narrowly defined set of family members. Yet, California has the second highest percentage of multi-generational households in the country. Despite the prevalence of such households, at present, adults who were raised by grandparents and need to care for them when seriously ill are unable to enjoy protections comparable to those taking leave to care for biological parents. Such exclusions are based on a notion of family that is outdated and exclusionary.

California has led the nation on work-family policies, passing the country's first Paid Family Leave law more than a decade ago. In 2013, the Legislature passed SB 770 (Jackson), which expanded the Paid Family Leave Program, allowing workers to collect benefits for caring for seriously ill grandparents, grandchildren, siblings and in-laws. However, no job protection is provided during this family care leave. This is one reason for low take-up rates of California's PFL program. To maximize the utility of California's groundbreaking PFL programs, all workers taking PFL need job protection.

Low-income Californians in particular cannot afford to risk their jobs in order to care for loved ones. But no one should be forced to choose between their jobs and their families, regardless of income. This bill is an important step toward addressing inequities within our leave laws. We thank you for your important work in strengthening protections for working families.

CLASP urges all legislators to join you in supporting SB 62.

Sincerely,

A handwritten signature in black ink, appearing to be 'Elizabeth Ben-Ishai', written on a light-colored background.

Elizabeth Ben-Ishai, Ph.D.  
Senior Policy Analyst and  
California Coordinator