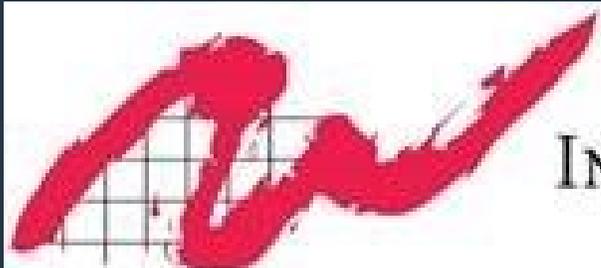


WORK SUPPORTS FOR ADULT HEALTH:
THE ROLE OF PAID FAMILY & MEDICAL LEAVE

MAY 31, 2019



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Chet Susslin/National Journal

AN OVERVIEW OF USAGE AND BENEFITS UNDER 4 POTENTIAL NATIONWIDE FAMILY LEAVE INSURANCE PROGRAMS

HEIDI HARTMANN & JEFF HAYES

PRESIDENT, IWPR

SCHOLAR IN RESIDENCE, AMERICAN UNIVERSITY

EDITOR, *JOURNAL OF WOMEN, POLITICS & POLICY*

Table 1. Design Features of Four Potential National Leave Policies

- **The Family Act (Proposed)**

- 67% of usual weekly wages up to \$1,000
- Eligibility requirements based on Social Security disability Insurance and recent employment (modeled as two Social Security credits in the previous year, about \$2,500)
- Up to 12 weeks for all family or medical leave reasons

- **California (2004)**

- 55% of weekly wages up to \$1,129
- Earning \$300 in previous year
- Up to 52 weeks for medical leaves and 6 weeks for family care leaves

- **New Jersey (2008)**

- 67% of weekly wages up to \$615
- Earning \$8,500 in previous year or worked at least 20 weeks
- Up to 26 weeks for medical leaves and 6 weeks for family care leaves

- **Rhode Island (2013)**

- 60% of weekly wages up to \$817
- Earning \$11,520 in previous year
- Up to 30 weeks for medical leaves and 4 weeks for family care leaves, job protected family leaves

Table 2. Estimates of Cost & Usage, Family & Medical Leave Insurance, Four Program Designs

	FAMILY	California	New Jersey	Rhode Island
Number of Leaves Taken and Receiving FMLI Benefits				
Own Serious Health Condition	6,120,192	6,635,119	5,482,112	5,948,167
Maternity/Parental	2,971,824	2,999,079	2,660,686	2,679,533
Family Care	802,550	879,150	658,288	864,480
Total	9,894,566	10,513,348	8,801,086	9,492,180
Weeks Receiving Program Benefits				
Own Serious Health Condition	6.8	9.1	8.4	8.3
Maternity/Parental	7.6	7.0	6.1	5.4
Family Care	3.8	3.1	3.1	2.4
Overall	6.8	8.0	7.3	6.9
Average Weekly Benefit	\$510	\$432	\$449	\$494
Total Benefit Cost (\$millions)	\$31,808.9	\$33,648.9	\$26,917.0	\$30,710.0
Cost as a Percent of QCEW Total Earnings	0.42%	0.44%	0.35%	0.40%

Source: Estimates based on IWPR-ACM Family and Medical Leave Simulation model based on 2012-2016 American Community Survey and 2012 FMLA Employees survey. (5 replications)

Note: Quarterly Census of Employment and Wages (QCEW) total wages based on BLS databases for Private, State, and Local government workers.

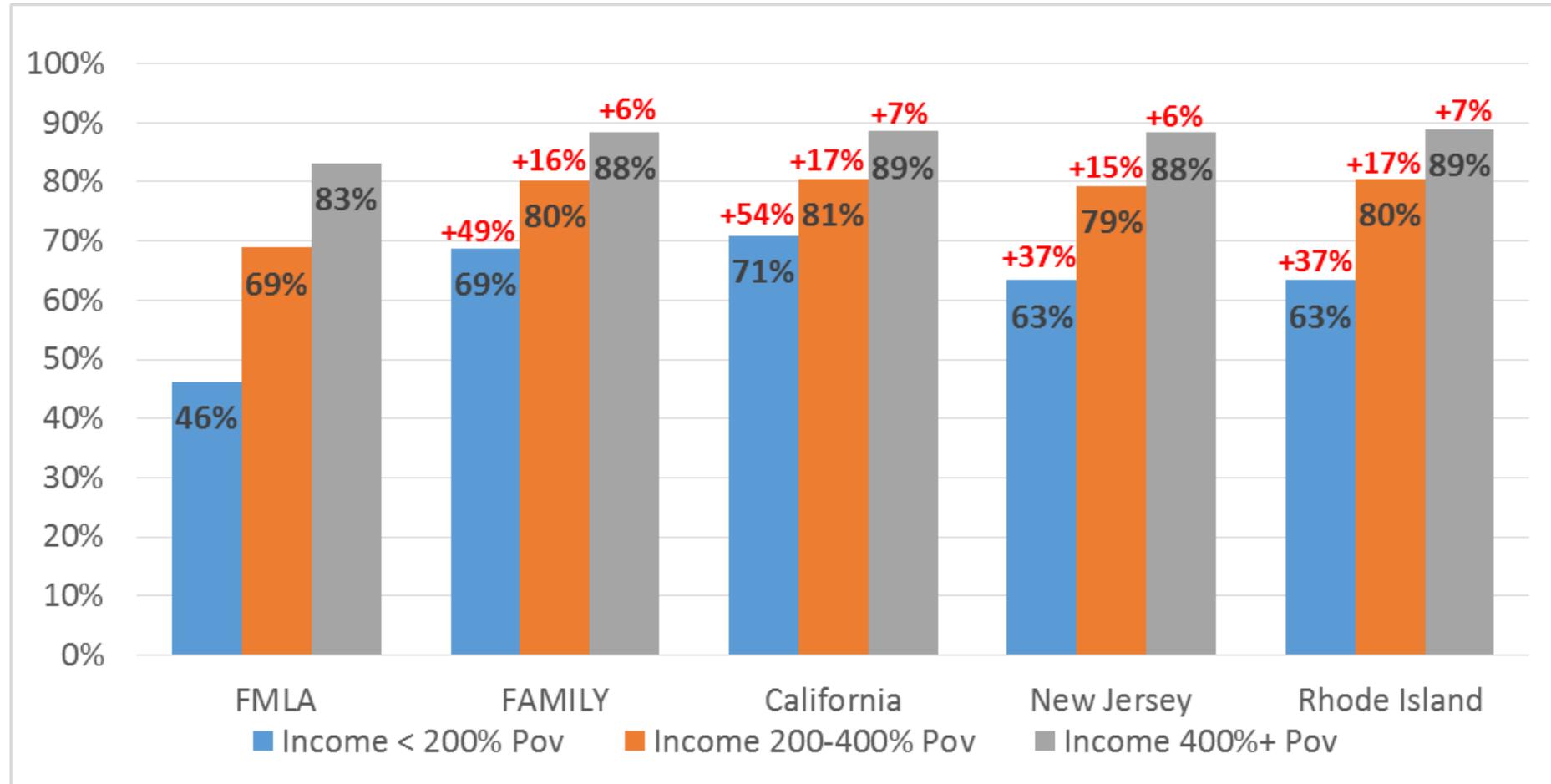
Table 3. Providing Paid Leave Increases Share of Workers Taking Leave Each Year by 7-11 percent, Overall

	FMLA	FAMILY	CA	NJ	RI
Own Health	8.9%	9.7%	9.9%	9.5%	9.6%
Maternity/Parental	2.8%	3.0%	3.0%	3.0%	3.0%
Family Care	3.7%	4.1%	4.1%	4.0%	4.1%
Overall	13.4%	14.6%	14.9%	14.3%	14.5%
Increase Over FMLA		9.1%	11.2%	7.1%	8.5%

Source: Estimates based on IWPR-ACM Family Medical Leave Simulation Model based on 2012-2016 American Community Survey and 2012 FMLA Employees survey. (5 replications)

NOTE: Within columns, the rows do not sum to the Overall because workers can take leave for more than one reason in a year.

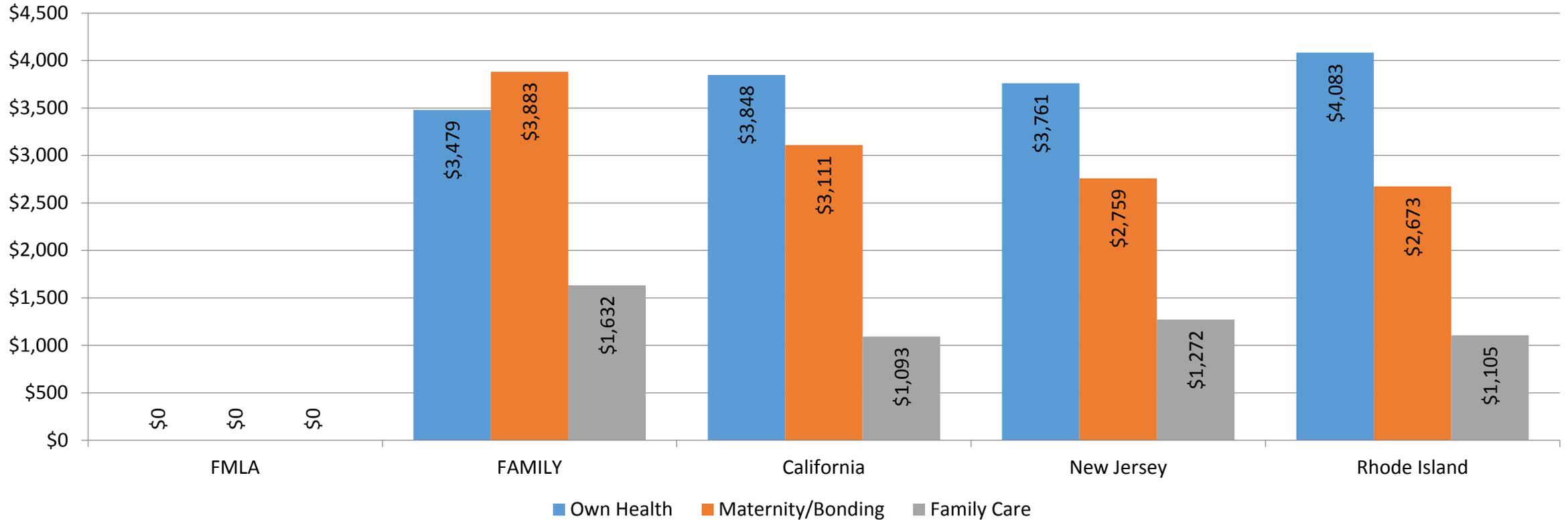
Figure 4. FMLI Programs Would Increase Access to Paid Leave – Especially for Lower Income Families



Source: Estimates based on IWPR-ACM Family Medical Leave Simulation Model based on 2012-2016 American Community Survey and 2012 FMLA Employees survey. (5 replications run June 2018.)

Figure 5. FMLI Benefits are Substantial and Reflect both Differences in Wage Replacement Formulas and Maximum Weeks Available

Program Benefits for Leaves Filing Eligible Claims (Excluding Zero) by Family or Medical Need



Source: Estimates based on IWPR-ACM Family Medical Leave Simulation Model based on 2012-2016 American Community Survey and 2012 FMLA Employees survey. (5 replications run June 2018.)

Does Paid Family Leave Reduce Nursing Home Use?

The California Experience

Kanika Arora

University of Iowa



Douglas A. Wolf

Syracuse University





Family Leave Policy in the U.S.

- Conflicts between paid work and family life have become increasingly salient over the last several decades
 - Demographic changes
 - Unique nature of eldercare
- Currently, the U.S. does not have a statutory federal policy guaranteeing ***Paid*** Family Leave, but momentum is increasing:
 - California was the first state to mandate Paid Family Leave (PFL) in 2004
 - Since then: New Jersey (2009), Rhode Island (2014), New York (2018), DC (beginning in 2020), Washington state (beginning in 2020) and Massachusetts (beginning in 2021)



Consequences of Paid Family Leave (PFL)

- Existing research has mainly focused on **direct effects** of family leave policies on employees and employers
- **Research Question:** Did **Paid Family Leave** Reduce Aggregate **Nursing Home Use (NH)** in California over the 1999-2008 period?
 - *Policy implications:* NH use and Long-term Care
 - *Mechanisms:* Depends on whether PFL changes the supply of family care and the degree to which family care and NH use are substitutes.



Data

- State-level data for 50 states (and DC) from 1999-2008 from a variety of sources
- Panel ends in 2008:
 - A consistent series of information on aggregate nursing home utilization is only available for the years 1999-2009
 - Only a half-year of program exposure for New Jersey if the year 2009 is included in the data series



Data

Nursing Home Utilization: Proportion of a state's older population resident in a nursing home at any time during a calendar year

Numerator: Count of nursing home residents age 65 or older each year

Source: Minimum Data Set (MDS) Assessments, CMS NH Compendium Series (2000-2009)

Denominator: State- and year-specific counts of people age 65 or older

Source: Census Bureau (2015)

Data

Between 1999 and 2008 only CA enacted a PFL law:

- CA's law passed in 2002
- Went into effect only on July 1, 2004

Key Explanatory Variable: Presence of PFL Policy

- For CA: "0" prior to 2004 and "1" after 2004
 - Drop 2004
- All other states = "0" from 1999 – 2008

Other data: Features of states' LTC environments



Methods

Quasi-experimental method: Difference in Differences

- Contrast changes in nursing home utilization in California before and after the enactment of its PFL policy to the corresponding changes in nursing home utilization in a set of comparison group states

Choice of comparison group:

- Empirically determined: [Using cluster analysis](#)
- Logical: “[Family Friendly](#)” states
- All other states

Adjustments to the model as inference with only one treatment

Results

Table 1. Groupings of states into homogeneous clusters and “family friendly” comparison group.

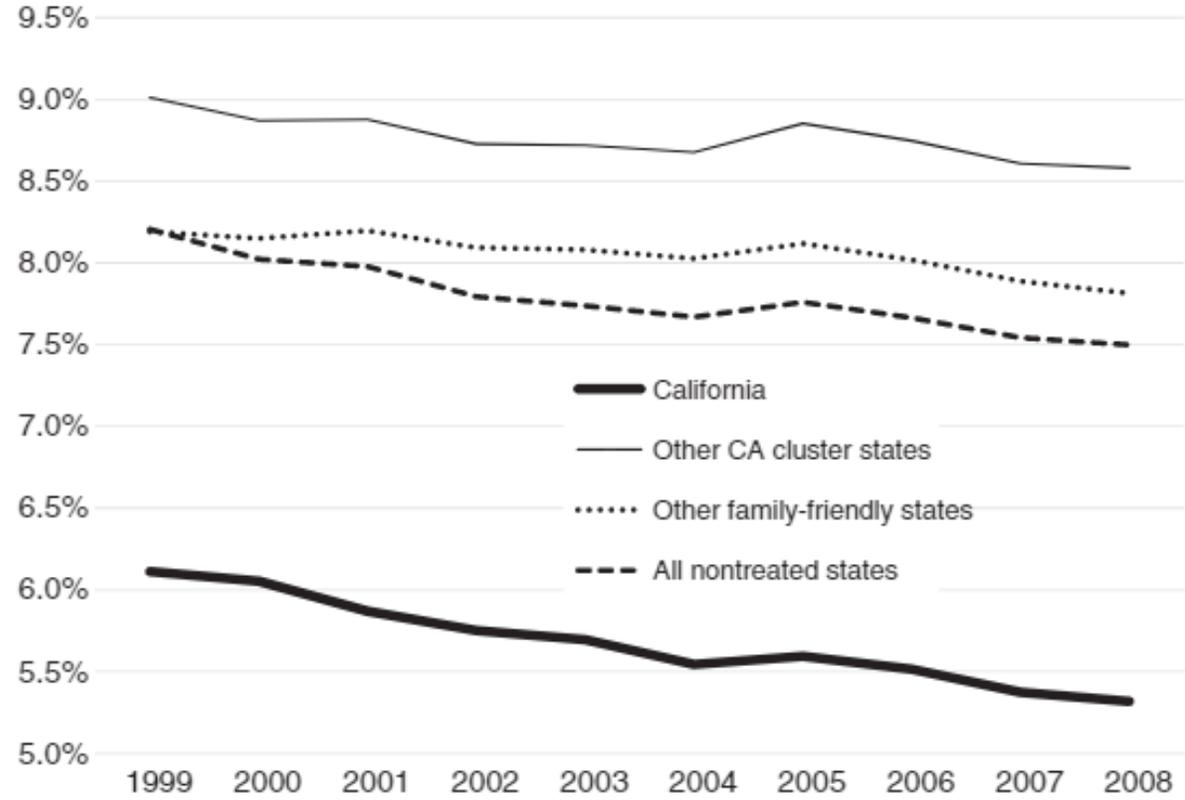
Cluster	States
1	CA, ^a DE, ME, ^a MA, MD, MN, ^a NH, NJ, ^a NM, ND, ^a OH, PA, RI, ^a VA, VT, ^a WA, ^a WI ^a
2	AL, AZ, AR, CO, FL, GA, ID, IL, IN, IA, KS, KY, MI, MO, MS, MT, NC, NE, NV, ^a OK, OR, ^a SC, SD, TN, ^a TX, UT, WV
3	HI ^a
4	WY
5	LA
6	CT, ^a NY ^a
7	DC ^a
8	AK

^aIn “family-friendly” comparison group.



Trends in Nursing Home Utilization: California & Various Comparison-Group States

Results



Notes: "Other CA cluster" states are DE, MA, MD, ME, MN, ND, NH, NJ, NM, OH, PA, RI, VA, VT, WA, and WI.
"Other family-friendly states" are CT, DC, HI, ME, MN, ND, NJ, NV, NY, OR, RI, TN, VT, WA, and WI.

Table 5. Full specifications for Models 1a, 2a, and 3a.

Dependent variable: Proportion of elderly in nursing homes			
	Model 1a	Model 2a	Model 3a
PFL effect	-0.0065 ^{***} (7.44)	-0.005 ^{***} (4.50)	-0.0072 ^{***} (4.85)
Medically needy	0.0060 ^{***} (5.51)	0.004 ^{***} (3.13)	0.0025 [*] (2.43)
CON/Moratoria	-0.0015 (1.86)	-0.0013 (1.09)	0.0008 (1.07)
PCSs option	0.0001 (0.08)	0.0036 [*] (2.41)	0.0021 (1.63)
Older adults 1915(c) waiver	0.0026 (1.53)	-0.0007 (0.55)	0.0008 (0.78)
“In-laws” allowed by state family leave policy	0.0011 (1.76)	0.0037 ^{**} (3.16)	-0.0028 ^{**} (2.95)
PCA wage	-0.0005 (0.90)	0.0009 (1.48)	-0.0008 (1.37)
SNF days per capita	0.017 ^{***} (11.16)	0.0149 ^{***} (7.04)	0.0045 ^{**} (2.97)
General fund days (in 1000s)	0.0198 [*] (2.13)	0.0147 (1.93)	0.0024 (0.34)
Real per capita income	0.0091 ^{***} (5.02)	0.0026 (1.32)	-0.0036 [*] (2.02)
Proportion of female among older adults	-0.0012 (-1.11)	0.0020 (1.54)	0.0018 (1.36)
Proportion of “oldest old” among older adults	0.3709 ^{***} (8.56)	0.1523 (1.49)	0.3620 ^{***} (5.89)
Percent black	-0.0026 ^{***} (3.99)	0.0059 ^{***} (4.47)	-0.0021 ^{***} (2.97)
Percent Hispanic	0.0013 (1.36)	0.0045 ^{**} (2.70)	0.0001 (0.17)
Percent other	0.0017 (1.74)	-0.0032 (1.62)	0.0023 [*] (2.42)
Sample size	153	144	459

Notes: |t| using CRSE in parentheses. Estimation also includes time trends for each cluster, state, and year fixed effects. * $P < 0.05$; ** $P < 0.01$; *** $P < 0.001$.



Discussion

- Results provide consistent evidence of a reduction in NH utilization in California as a result of the PFL program. Estimates range from -0.005 to -0.0072 depending upon which states comprise the control group
- Robustness tests
- Our preferred estimate, employing an empirically-matched group of control states, finds that PFL reduced nursing home usage by about 0.65 pp. **For California, this represents an 11% relative decline in elderly nursing home utilization**
- Our estimate of PFL impact understates the true policy impact



Discussion

- To our knowledge, this is the first study that empirically examines the relationship between paid leave and LTC outcomes
- Limitations:
 - PFL implementation is not randomly assigned
 - Time period covered by nursing home utilization data
 - Unable to demonstrate linkage with caregiving efforts

SECURITY & STABILITY: Paid Family & Medical Leave & Its Importance to People with Disabilities & Their Families

IWPR

Work Supports for Adult Health:
The Role of Paid Family and Medical Leave

Friday, May 31, 2019

Webinar

Indivar Dutta-Gupta
Co-Executive Director,
Georgetown Center on Poverty & Inequality (GCPI)

id141@georgetown.edu

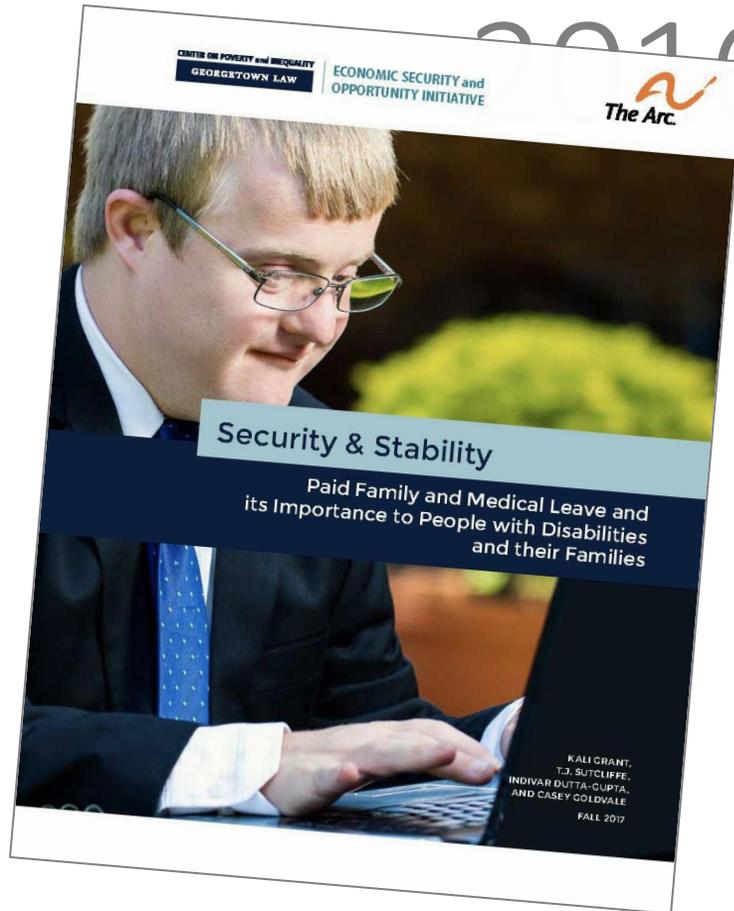


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Security & Stability:

Report Contents

2016 Report



- Disability & Work in U.S.
- Importance of PFML for People with Disabilities & their Families
- State of PFML for People with Disabilities & their Families in U.S.
- Policy Recommendations

Overview

Disability & Work in the United States

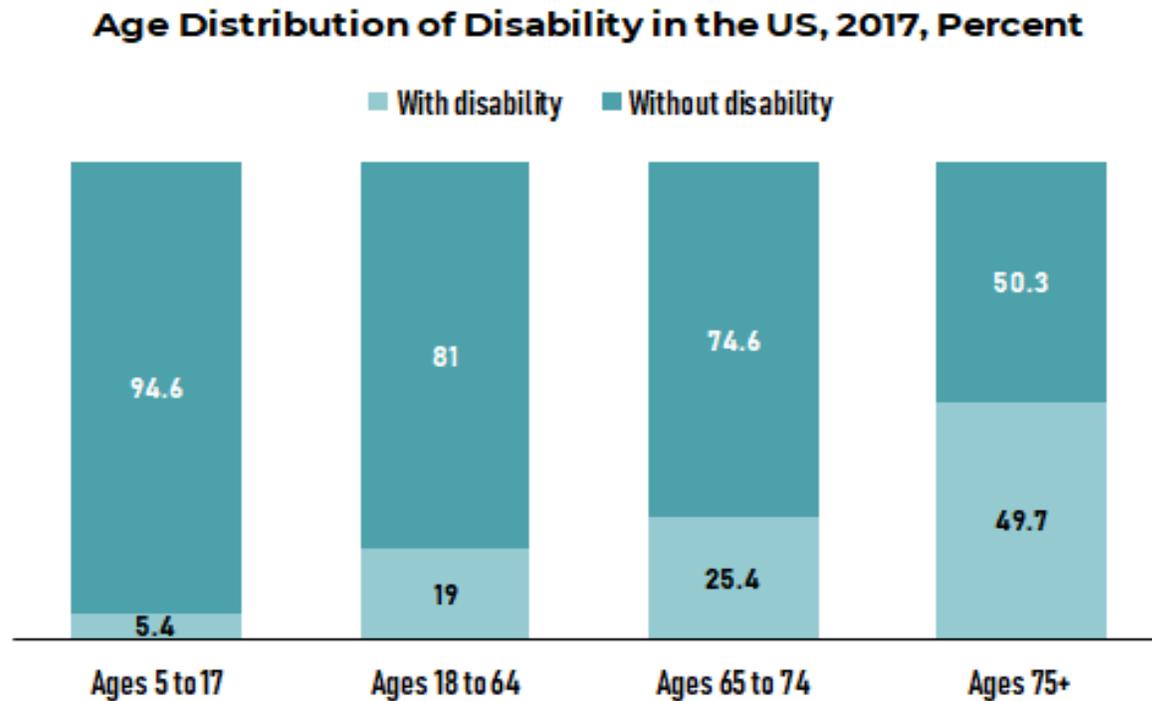
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graph TD; A[Disability & Work in the United States] --> B[Key Findings]; B --> C[Policy Recommendations];
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Key Findings

Policy Recommendations

Demographics of Disability, *by Age*

Figure 1. A Large Share of Older Adults Experience Disability

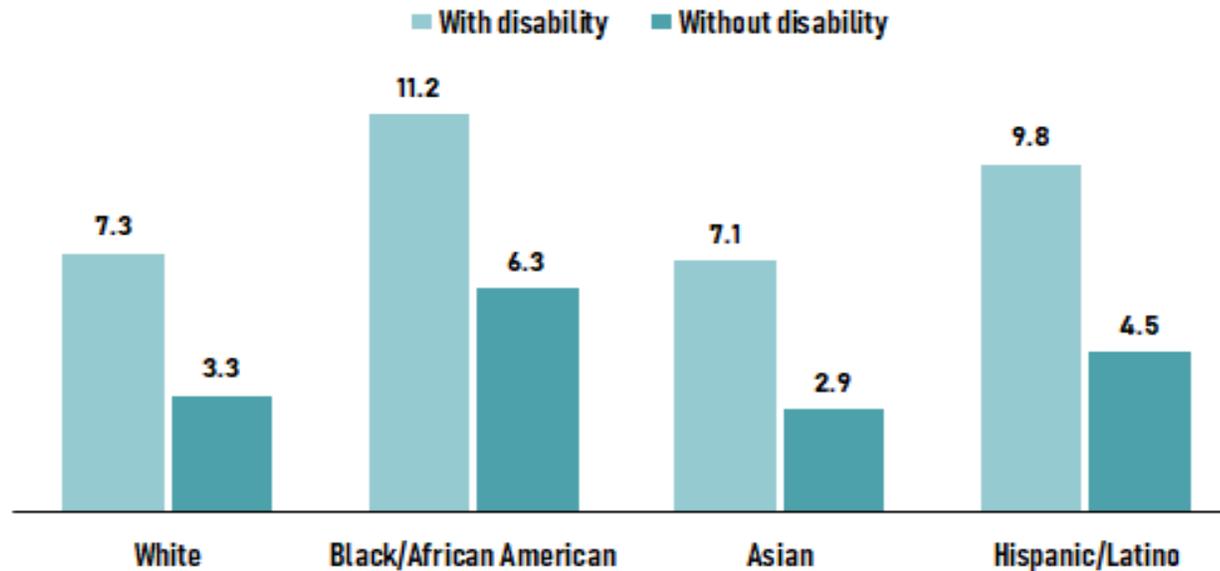


Source: Author's calculations using the American Community Survey (2013-2017)

Demographics of Disability, *by Race*

Figure 2. People with Disabilities Face Substantially Higher Unemployment Rates Across Racial & Ethnic Groups

Unemployment Rate by Disability Status and by Race, Age 16 and over, 2018, Percent

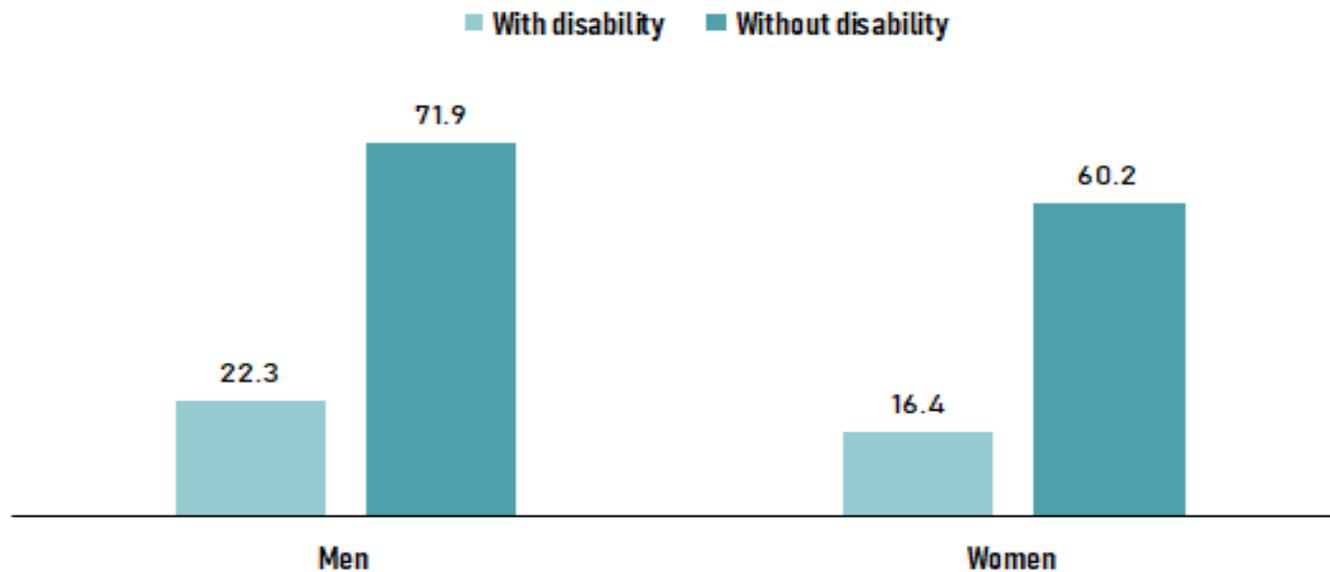


Source: "Persons with a Disability: Labor Force Characteristics Summary." Bureau of Labor Statistics, U.S. Department of Labor, 26 February 2019. Available at <https://www.bls.gov/news.release/disabl.nr0.htm>.

Demographics of Disability, *by Gender*

Figure 3. Men & Women with Disabilities Face Substantially Lower Employment Rates

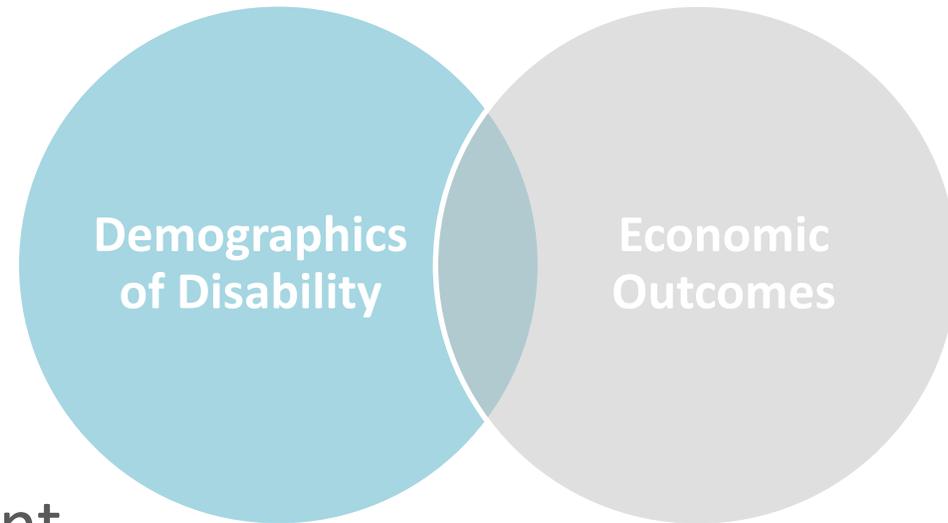
**Employment-to-Population Ratio by Gender and
by Disability Status, Age 16 and over, 2018,
Percent**



Source: "Labor Force Statistics from the Current Population Survey." Bureau of Labor Statistics, U.S. Department of Labor, 28 May 2019. Available at <https://www.bls.gov/news.release/disabl.t01.htm>.

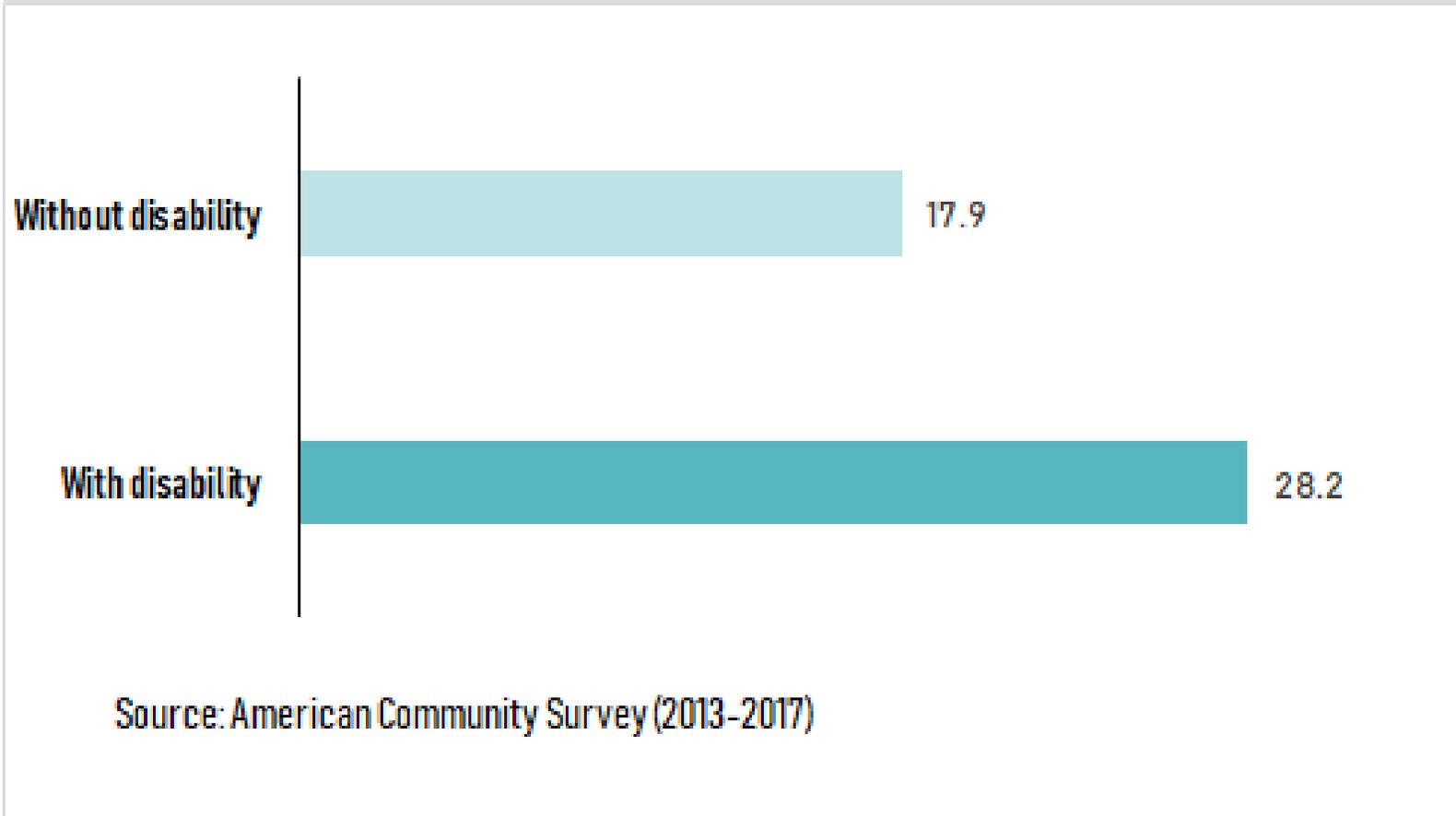
Disability & Financial Insecurity are Intertwined

- On average lower incomes, savings + higher out-of-pocket medical & disability-related costs
- Worse labor market outcomes & employment
- Higher poverty rates



Disability & Economic Outcomes

Figure 4. Percent of People Living in Poverty by Disability Status, At or Below 125% OPM, 2017



Disability & Economic Outcomes

Figure 5. People with Disabilities Experience Financial Hardships

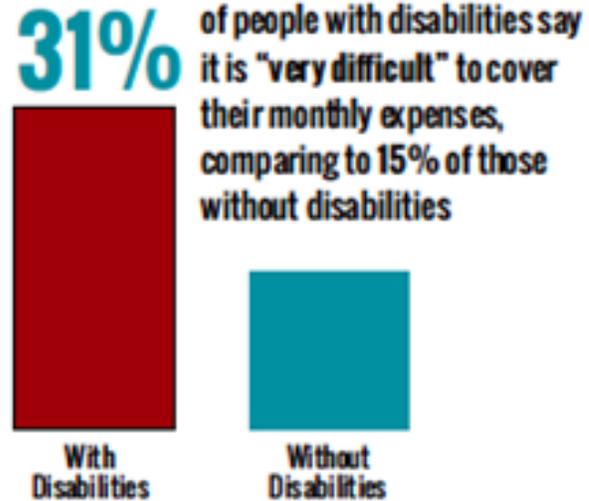
The Finances of People with Disabilities



1 in 10
people with disabilities
are confident that they
could come up with
\$2,000
for an unexpected need

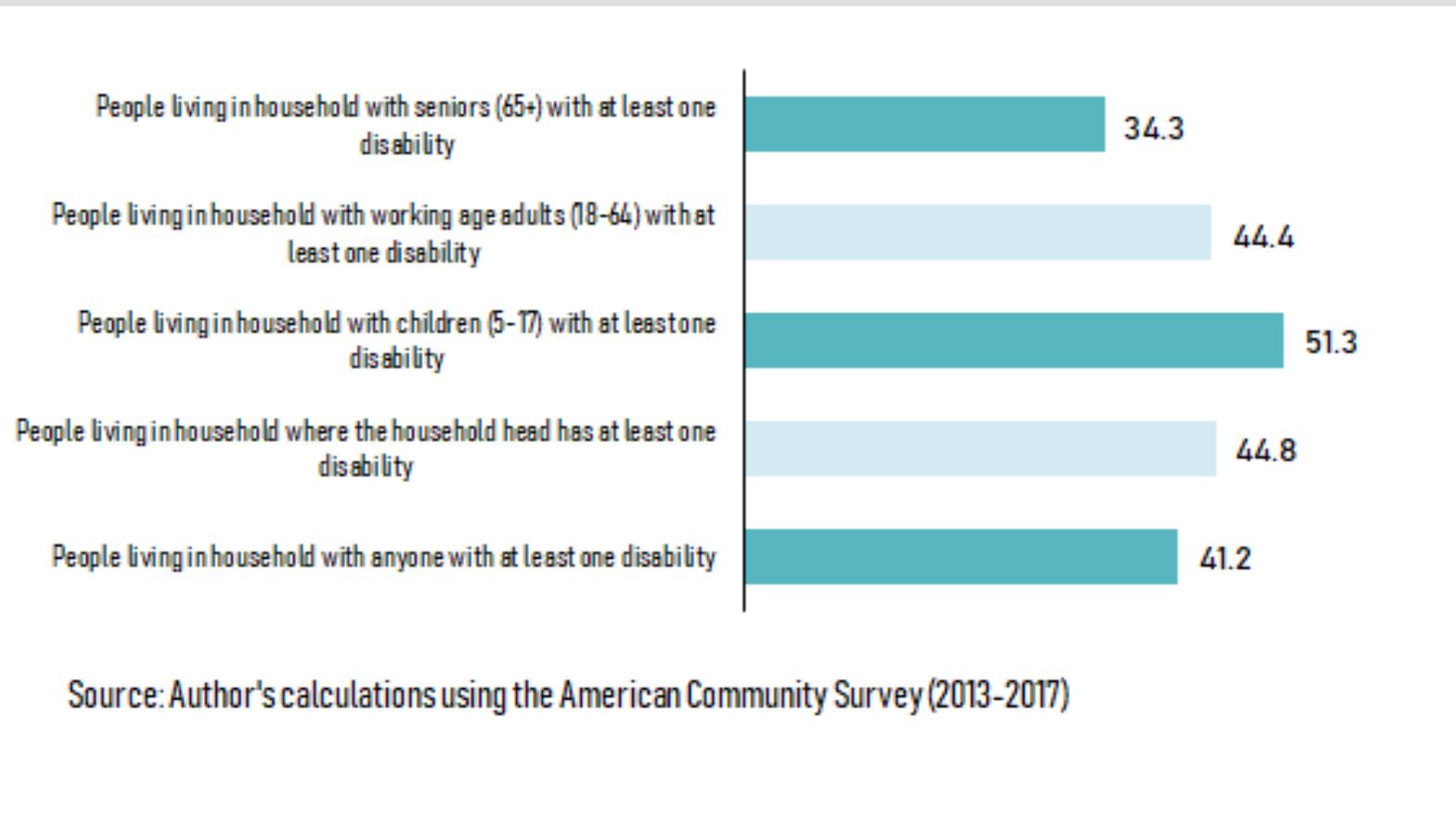


4 in 5
lack any sort of
rainy day fund



Source: Graphic created by Georgetown Center on Poverty and Inequality. Data from Conroy, Nicole E., et al. "Financial Capability of Adults with Disabilities: Findings from the FINRA Investor Education Foundation 2012 National Financial Capability Study." Syracuse University and National Disability Institute, 22 July 2014.

Figure 6. Percent of People Living in or Near Poverty by Household Member Disability, At or Below 200% OPM, 2017



Overview

Disability & Work in the United States



Key Findings



Policy Recommendations



National Need for Paid Leave

1. There is a need for more **inclusive & comprehensive policies**

2. Paid leave helps workers, including people with disabilities & their families, **address their own/family member's health**

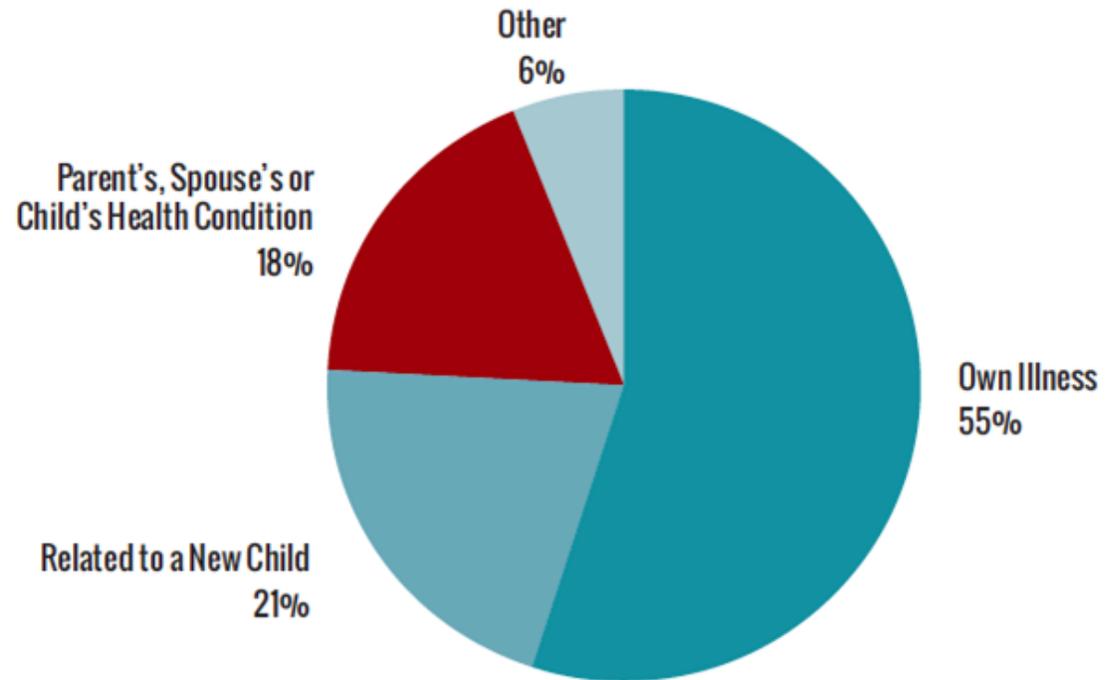
3. Paid leave boosts **economic security & opportunity**

4. **Access to paid leave** is particularly limited for individuals with disabilities & their families

1. There is a Need for More Inclusive & Comprehensive Policies

**More than
1 in 10** U.S.
parents also provide
unpaid care for an
adult

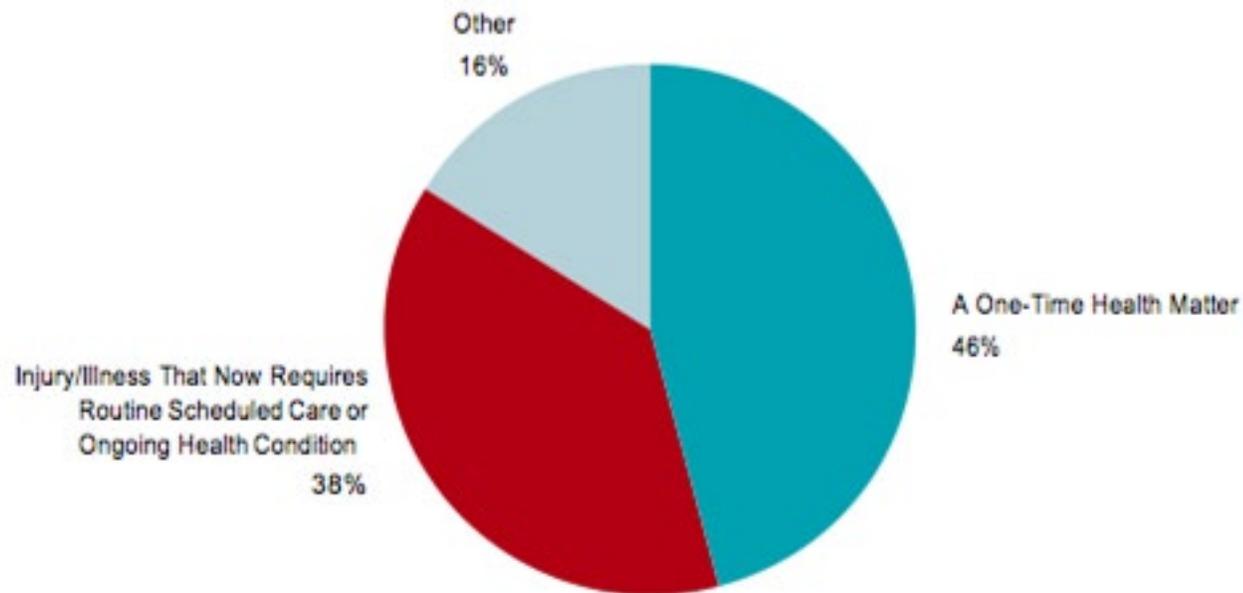
Figure 7. Employees' Medical Reasons for Taking Leave, 2012



2. Paid Leave Helps Workers Care for Themselves & Family Members

Figure 8. A Significant Portion Took Leave for Ongoing Health Condition

Nature of Health Condition Among Those Who Took Leave for Own Illness, 2012



Source: The survey did not ask respondents directly about their disability status or leave taken for a disability. Page 71 in "Alex Klerman, Jacob, Kelly Daley, and Alyssa Pozniak. "Family and Medical Leave in 2012: Technical Report." Abt Associates, 2012. Available at <http://www.dol.gov/asp/evaluation/fmla/FMLA-2012-Technical-Report.pdf>.

3. Paid Leave Boosts Economic Security & Opportunity

- For people with disabilities & their families, job-protected PFML can:
 - **Reduce poverty**
 - **Mitigate potential for workforce discrimination & exclusion**
- PFML may also have positive effects on **wages, labor force attachment, family well-being** (e.g. emotional well-being), **& health** (e.g. reduced infant mortality, maternal mental health, higher vaccination rates)

4. Access Is Limited For People With Disabilities & Their Families

- **Particularly for individuals who are low-income, women, young, LGBTQ, &/or people of color**
- Workers with disabilities more likely to have jobs that are:
 - Low-wage, part-time, &/or lack flexible schedules
 - **Least likely to offer access** to any type of leave
- Gaps persist even in states that have established their own PFML programs

Overview

Disability & Work in the United States



Key Findings



Policy Recommendations



Policy

1. Be accessible to all working people & reflect a modern definition of family;
2. Cover all major reasons people need to take leave;
3. Have sufficient wage replacement & leave duration;
4. Ensure people can keep jobs & benefits without negative consequences; &
5. Include education & outreach that is fully accessible to people with disabilities.

Lessons From The States

Benefits must
cover
sufficient
percentage of
wages

Examples

- Massachusetts
- New Jersey
- Washington, D.C.

Importance
of job
protections

Examples

- California
- New Jersey
- Washington, DC
- Washington

Conclusion

Disability & Work in the United States

```
graph TD; A[Disability & Work in the United States] --> B[Key Findings]; B --> C[Policy Recommendations];
```

Key Findings

Policy Recommendations

Additional Resources

- Grant, Kali, et al. “Security & Stability: Paid Family and Medical Leave and its Importance to People with Disabilities and their Families.” Georgetown Center for Poverty and Inequality, September 2017. Available at http://www.georgetownpoverty.org/wp-content/uploads/2017/10/Georgetown_PFML-report-hires.pdf.
- “Paid Family and Medical Leave.” The Arc. Available at <https://www.thearc.org/paidleave>.

Thank You

Presented by:

Indivar Dutta-Gupta

Co-Executive Director, Georgetown Center on Poverty & Inequality

id141@georgetown.edu

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Importance of Paid Family Leave for Family Caregivers of Adults Who Need Care

Work Supports for Adult Health: The Role of Paid Family & Medical Leave
Institute for Women's Policy Research
Webinar, May 31, 2019

Lynn Friss Feinberg, MSW
Senior Strategic Policy Advisor
AARP Public Policy Institute
Lfeinberg@aarp.org



Four Main Points

- Serious illness and chronic disability affect the family as well as the individual
- Family caregiving today is more complicated, costly, stressful, and demanding than at any time in human history
- We need to treat family caregiving with a new urgency and make it a national priority
- Workers should not have to choose between keeping their jobs and providing care to a seriously ill family member.

\$6,954

Average Out of Pocket Expenses for Family Caregivers in 2016

\$11,923

Average Out of Pocket Expenses for Long-Distance Caregivers in 2016

Family Caregivers Provide \$470 Billion in Unpaid Care

Source: Valuing the Invaluable 2015 Update: Undeniable Progress, but Bigs Gap Remain, AARP Public Policy Institute

More than three in four family caregivers (78%) are incurring out-of-pocket costs as a result of caregiving

78%

20%

Family caregivers are spending, on average, nearly 20% of their income on caregiving activities

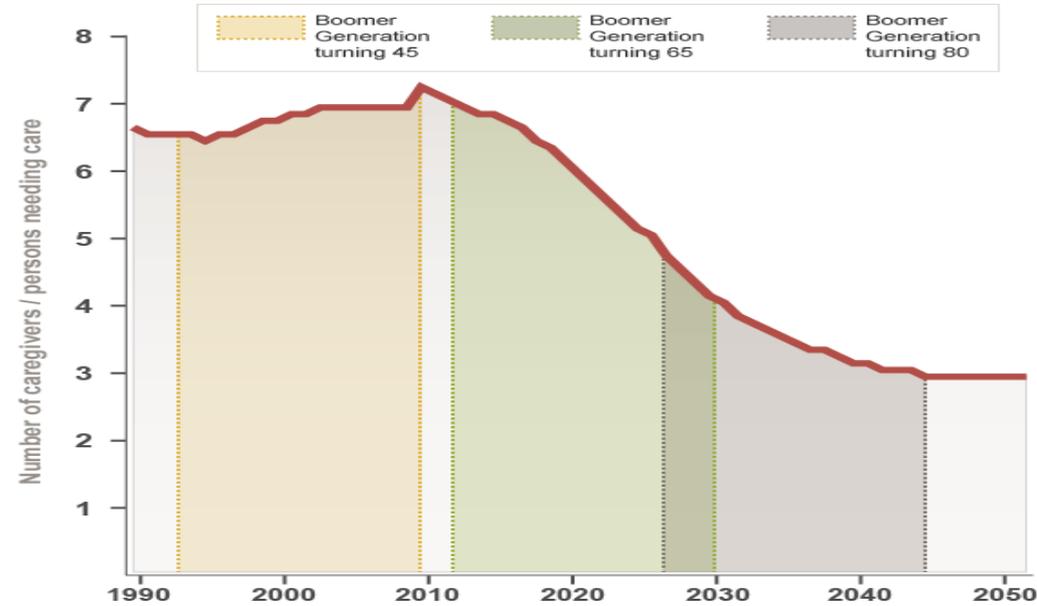
Costs of Caregiving: Families at Risk

- Family caregiving comes at substantial costs to the caregivers themselves
 - Physical health risks
 - Emotional strain/mental health problems (depression)
 - Social isolation
 - Financial burdens
 - Workplace issues; lost career opportunities
 - Retirement Insecurity
- Family caregiving is now viewed as a public health concern



You Take Care of Mom, But Who Will Take Care of You?

Caregiver Support Ratio



In **2010**, the caregiver support ratio was **more than 7 potential caregivers** for every person in the high-risk years of 80-plus.



In **2030**, the ratio is projected to decline sharply to **4 to 1**; and it is expected to further fall to less than **3 to 1** in **2050**.

POLICY ACTION: Rising demand and shrinking families to provide LTSS call for new solutions to the financing and delivery of LTSS and family support.

Source: D. Redfoot, L. Feinberg, and A. Houser, *The Aging of the Baby Boom and the Growing Care Gap: A Look at Future Declines in the Availability of Family Caregivers* (Washington, D.C.: AARP Public Policy Institute, August 2013). www.aarp.org/research/ppi

Today's Family Caregivers

- Family caregiving cuts across gender, age, and race/ethnicity
 - 60% are women; 40% are men
 - Nearly 1 in 4 (24%) is a Millennial
 - About 40% represent multicultural communities
- Average hours of care/week: 24 hours
- 24% have provided care for 5+ years
- 22% care for someone with dementia
- Nearly half provide care for someone age 75+
- 60% are employed



Most Family Caregivers Work at a Paying Job

- Nearly 24 million (60%) family caregivers are employed
 - Work an average of 34.7 hours per week
- Half (51%) are older workers ages 50+
- Almost 3 in 4 (73%) millennial family caregivers are employed
- Nearly 2 in 3 (63%) care for someone age 65+
- Most (61%) have made one or more workplace accommodations.



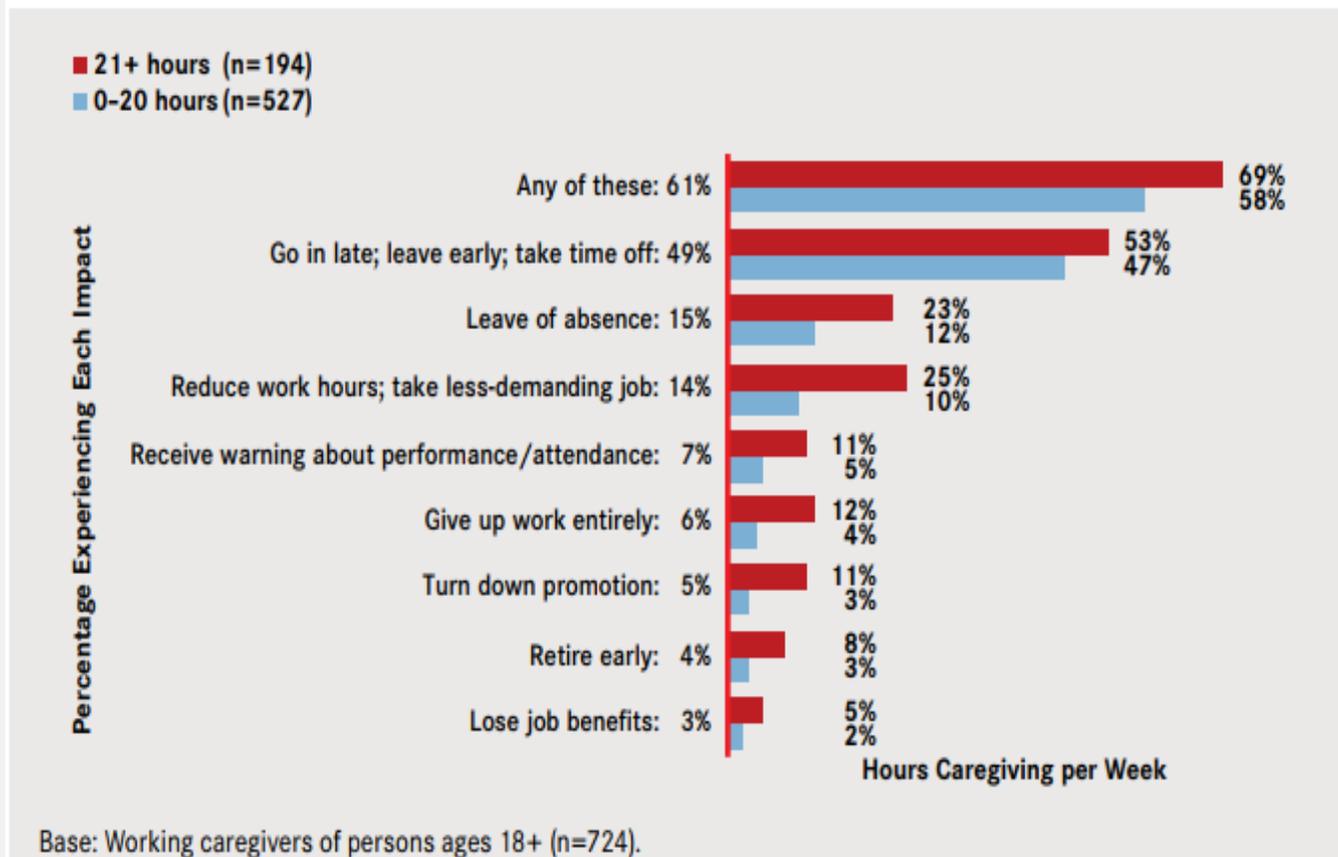
Source: National Alliance for Caregiving and AARP Public Policy Institute, *Caregiving in the U.S. 2015*.

Caregiving's Impact on Employment: The Financial Reality



Employed Family Caregivers

Work Impacts Due to Family Caregiving



Family Caregivers Can Face Substantial Financial Risks

- Economic consequences of reducing work hours, quitting a job to provide care, or taking an unplanned early retirement can be significant
 - Losing salary
 - Personal retirement savings
 - Eventual Social Security and retirement benefits
 - Health insurance
 - Career opportunities

Source: National Academies of Sciences, Engineering and Medicine. 2016. *Families Caring for an Aging America*. Washington, DC: The National Academies Press.

Family Caregivers Can Face Substantial Financial Risks (cont'd)

- Family caregiving for a spouse or parent is associated with reduced labor force participation and a higher probability of falling into poverty when compared with non-caregivers.
- Family caregivers (age 50+) who leave the workforce to care for a parent lose an estimated \$303,880, on average—in income and benefits over the caregiver's lifetime.
- The potential for falling into poverty is particularly acute for women.
- Out-of-pocket spending can erode the financial security of family caregivers.



Benefits of Paid Family Leave

- PFL has been shown to:
 - Lessen the strain of caregiving
 - Provide family caregivers with greater financial security
 - Reduce older adults' nursing home utilization
 - Increase employee retention
 - Help maintain a productive workforce

Paid Family Leave

- 2018 AARP Public Policy Institute paper highlights PFL benefits in early adopter states, reviews research, and discusses the implications of PFL (or lack thereof) for working family caregivers.
 - <https://www.aarp.org/ppi/info-2018/breaking-new-ground-supporting-employed-family-caregivers-with-workplace-leave-policies.html>
- 2019 article in the *Journal of the American Geriatrics Society* encourages clinicians to increase awareness about PFL benefits
 - <https://onlinelibrary.wiley.com/doi/abs/10.1111/jgs.15869>

AARP PUBLIC POLICY INSTITUTE

SEPTEMBER 2018

Insight on the Issues

Breaking New Ground: Supporting Employed Family Caregivers with Workplace Leave Policies

Lynn Friss Feinberg
AARP Public Policy Institute

Other Policy Initiatives to Support Working Family Caregivers

- **Recognize, Assist, Include, Support, and Engage (RAISE) Family Caregivers Act**
 - Signed into law (P.L. 115-199): January 22, 2018
 - Authorizes the development and maintenance of a *National Strategy* to support America's caregiving families across the lifespan
 - Financial security and workplace issues are core elements
- **Credit for Caring Act (S. 1443/H.R. 2730)**
 - Creates up to a \$3,000 nonrefundable tax credit for eligible working family caregivers

Take Aways

- ✓ More family caregivers of older adults will be in the labor force in the future.
- ✓ Maintaining a job while providing eldercare can be a challenging balancing act, a financial hardship, an emotional rollercoaster, and a health risk too.
- ✓ Supportive workplace benefits that help workers remain in the workforce and continue caring for ill family members are “win wins” for employers, caregiving families, and society.
- ✓ Need more research on the impact of paid family leave on workers with eldercare responsibilities.
- ✓ Workers should not have to choose between keeping their jobs and providing care to a seriously ill family member.



Contact:

Lynn Friss Feinberg

202-434-3872

Lfeinberg@aarp.org

@FeinbergLynn

Caring Across Generations



Josephine Kalipeni

**Director of Policy
& Federal Affairs**

josie@caringacross.org



Caring Across Generations



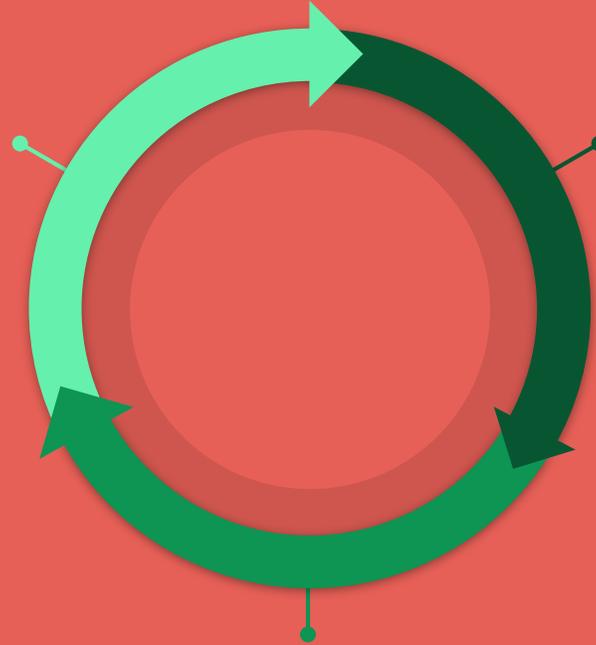
Why PFML Matters to the Caring Majority

*Josephine Kalipeni
May 2019*



CULTURE CHANGE

values, ideology, the world we
want/need/deserve, culture
setting



POLICY + RESEARCH

state policy models (UFC +
ULTC), federal policy models,
research to make the case for
UFC

ORGANIZING

digital, state, federal

OUR APPROACH



Our Policy Agenda



- **Comprehensive long-term services and supports- ULTSS**
- **Direct care workforce solutions**
- **Supports for family caregivers like childcare, paid leave, and financial supports for caregiving**
- **Ideal: Universal Family Care**





“I’m the only child of immigrant parents, so care is all on me. Caring for my dad has brought on a lot of stress and frustration. Having someone to step in, even just to walk with him or offer him advice, would strengthen our relationship and make a world of difference.”

– Leah

**ORGANIZING:
Why Paid Family AND Medical
Leave Matters to the Caring
Majority**





Caring Majority and PFML

- Aging adults and people with disabilities
- Family caregivers
 - Sandwich generation caregivers
- Direct care workforce



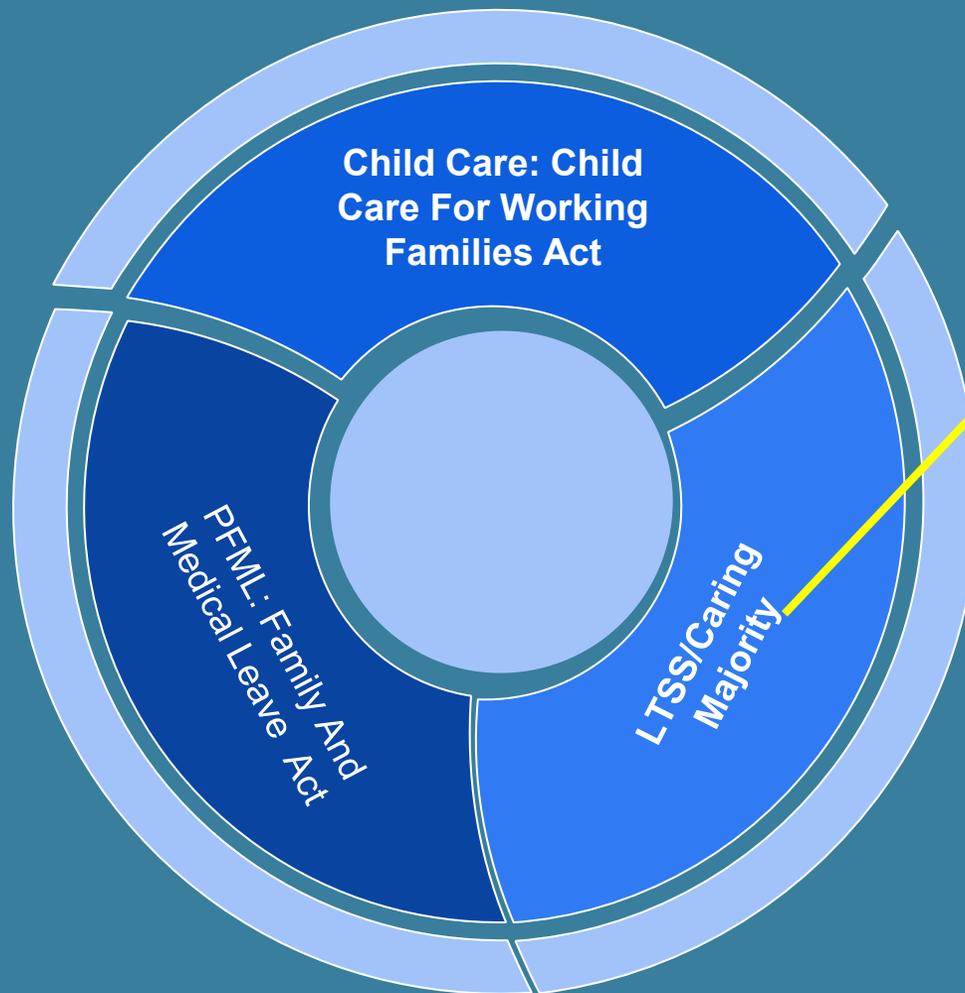
2019 Field Program



- California
- Hawai'i
- Illinois
- Iowa
- Maine
- Michigan
- Minnesota
- Missouri
- New York
- Oregon
- Washington
- Wisconsin



THE FEDERAL LEGISLATIVE LANDSCAPE



Consumers

- Medicare For All
- Medicare At 50
- Money Follows the Person
- Medicaid Extenders

Caregivers

- EITC Modernization Act/Cost of Living Refund

Workforce

- Raise the Wage + Paycheck Fairness Act
- Domestic Worker Bill of Rights
- Direct CARE Opportunity Act
- Workforce Advancement Act



DIGITAL ORGANIZING



The screenshot shows a red banner with the Carling Across Generations logo on the left. The logo consists of a stylized bird icon and the text "CARLING ACROSS GENERATIONS". To the right of the logo is a navigation menu with links: "WHY CARE", "ABOUT", "TAKE ACTION", "NEWS", and "SIGN UP". Below the navigation menu is a large white text area that reads "Tell Your Rep to Co-Sponsor the FAMILY Act!". To the right of this text is a white button with the word "GIVE" in red. The banner is tilted slightly to the right.



Help win paid family leave!

1301

Goal: 1400

Help build support for a comprehensive paid family leave policy that includes strong support for family caregivers. **Ask your Representative to co-sponsor the FAMILY Act now!** The more co-sponsors, the more likely we can win in the House of Representatives.

First Name *

Last Name *



FIELD ORGANIZING: State Models for Care

Hawaii



Kupuna Caregivers
Program

Washington



Long-term Care Trust
Act

Maine



Universal Home
Care



State Models for Care

Hawaii



**Kupuna Caregivers
Program**

- **\$70/day**
- **Up to 365 days**
- **Working 30
hours a week**



Rex's Story



In December 2017, the Kupuna Caregivers Program officially launched. In the 2018 legislative session, we won \$2 million to increase funding for the program.

Hawaii

ARCH

old

PHYS ED To Boost Sports Performance (and Annoy Your Opponents), Grunt

The Best Way to Monitor Your Blood Pressure? Do It Yourself

For Arthritis Pain, Tylenol Works as Well as Opioids

WELL | FAMILY

The New York Times

Easing the Burden on Caregivers

By MAUREEN TOWEY DEC. 15, 2017



THE DAILY 360 By NICK CAPEZZERA, MAUREEN TOWEY, TIM CHAFFEE and SAMANTHA QUICK | 2:10

Hawaii Launches Long-Term Care Program

This week, Hawaii launched the Kupuna Caregivers Program to help support working family caregivers. By NICK CAPEZZERA, MAUREEN TOWEY, TIM CHAFFEE and SAMANTHA QUICK on December 15, 2017. Photo by Nick Capozzera for The New York Times. Technology by Samsung. Watch in Times Video »

HONOLULU CIVIL BEAT

Hawaii News Commentary Special Pro

Community Voice

Kupuna Caregivers Program Deserves Full Funding

Our state is the first to invest in the growing caregiving infrastructure.

By Will Caron / February 5, 2018

Share 21 Tweet Share 5

Our kupuna are cherished resources — sources of deep ike (knowledge) who can lighten the path we young people must take in life. They are our parents, grandparents and great-grandparents, and we love them deeply.

LATEST | GUIDES | CONTRIBUTORS

QUARTZ @ WORK

OBSESSIONS | ABOUT | O

GOLDEN YEARS

One of the smartest ideas for balancing work and life just went into effect in Hawaii

By Corinne Purtill • December 19, 2017



THINGS TO REMEMBER



- We need to think of solutions for consumers, family caregivers, and the workforce
- The problems are opportunities that have solutions
- States are the frontlines





We are the Caring Majority





www.caringacross.org

TWITTER

@caringacross

@Malawian81

#CaringMajority

Find us on Facebook by searching Caring Across Generations



