

PAID FAMILY AND MEDICAL LEAVE:

Smart Pro-Family Economic Policy to Support Dementia Caregivers

The State of Dementia Care in the U.S.



New Insights on the Impact of Paid Family and Medical Leave on Dementia Caregivers

The data makes clear that access to paid medical and family leave has a significant positive impact for employed adult caregivers of loved ones living with Alzheimer's disease and other forms of dementia. That's why UsAgainstAlzheimer's supports bipartisan federal and state policy efforts to provide paid family and medical leave to support family caregivers.

An UsAgainstAlzheimer's national poll of employed adult caregivers for those living with Alzheimer's and related dementias underscores the importance of establishing a national paid family and medical leave policy.

"We all basically went broke! I asked each family member to contribute some money monthly. I even asked her grandchildren which some willingly donated even to the smallest amount of \$10 per month. Those who could not donate money, they donated groceries, ran errands, provided respite care by mama-sitting."

**—Theresa Vasquez, R.N.,
caregiver for her mother with Alzheimer's disease**

1. Alzheimer's Association. 2017 Alzheimer's Disease Facts and Figures.
2. Ibid.
3. National Alliance for Caregiving & AARP, Caregiving in the U.S. (2015)
4. Center for American Progress, Who Gets Time Off? Predicting Access to Paid Leave and Workplace Flexibility. (2016)

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Positive Impact

More than 3 in 5 caregivers reported that paid family and medical leave enabled them to attend doctors' appointments and provide care for their loved ones.

More than half of caregivers (55%) who utilized paid family and medical leave benefits reported it resulted in better emotional well-being, compared to 23% of caregivers who didn't have access to these benefits.

Barriers to Access and Utilization

While 49% of employed adult caregivers report having access to paid medical and family leave, just over half (54%) reported using it to care for loved one.

Latino caregivers (60%) and millennial caregivers (64%) were the most likely to use unpaid leave to provide care for a loved one.

African American caregivers (36%) were the most likely to report experiencing barriers to utilizing paid family and medical leave to provide care, followed by Latinos (30%) and millennials (30%).

Economic Impact

60% of all respondents reported experiencing financial pressures caused by not being able to work, or having to reduce the number of hours they could work during their loved one's illness.

Just over a quarter of employed caregivers (27%), and 40% of employed millennial caregivers, reported going into debt caring for their loved one.

The Time is Now to Enact a National Paid Leave Policy

Research is clear that both caregivers and their loved ones benefit physically, emotionally, and financially from having access to paid family and medical leave, yet the United States is the only industrialized nation not to offer it. We must work together to develop and implement comprehensive policies that work for all, especially those in vulnerable populations who face daunting, unique, and ever-increasing caregiving challenges. Given both the economic and healthcare crisis facing adults living with Alzheimer's and other dementias, we can't afford to wait. The time is now!

UsAgainstAlzheimer's encourages you to

SUPPORT PAID LEAVE POLICIES THAT:

Provide all employed Americans with the right to job-protected leave benefits that support workers who need time to care for themselves or their loved ones living with a serious chronic health condition like Alzheimer's and related dementias.

Provide relief, such as tax deductions and credits, for at-home caregivers who have sacrificed income potential to care for their loved ones at home.

Provide meaningful wage replacement benefits of a sufficient size and duration to caregivers to enable them to make a real choice about how care is provided.

Provide flexible workplace policies to enable employed caregivers to accompany their loved ones with serious medical conditions to medical visits including visits related to clinical research and trials.

ESTABLISH A PAID FAMILY AND MEDICAL LEAVE POLICY THAT COVERS FAMILY CAREGIVERS OF OLDER ADULTS.