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**A nonprofit, tax-exempt
organization**

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Kathleen Kelly, MPA
Executive Director

Ping Hao, MBA
Board President

The Honorable Julia Brownley
State Capitol, Room 2163
VIA FACSIMILE to (916) 319-2141
Sacramento, CA 95814

RE: AB 1999 (Brownley) Family Caregiver Protection – **SUPPORT**

Dear Assemblymember Brownley:

On behalf of Family Caregiver Alliance, I write in support of AB 1999 which would protect family caregivers from workplace discrimination by adding “familial status” as a protected class under the employment provisions of the California Fair Employment and Housing Act (FEHA). The bill is authored by Assemblymember Julia Brownley (D-Santa Monica) and co-sponsored by Equal Rights Advocates (ERA), California Employment Lawyers Association (CELA), and the Center for Worklife Law.

Family Responsibilities Discrimination (FRD) is discrimination against employees based on their family care obligations or their status as a caregiver. FRD may include discrimination against pregnant workers, mothers and fathers who actively participate in child care, and workers who care for aging parents, ill or disabled spouses or other family members.

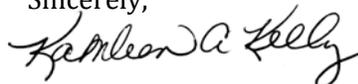
Although caregiver discrimination is painfully common, no California or federal statute expressly prohibits discrimination based on family responsibilities. As a result, most caregiver cases are brought using a patchwork of claims under federal and state antidiscrimination and leave laws. Still, this patchwork of claims leaves many workers unprotected, like fathers who are discriminated against for family responsibilities, and leaves employers unclear as to what their obligations are in this area.

AB 1999 would make clear that an employer may not discriminate against an employee for family caregiver responsibilities by adding “familial status” to the list of protected categories (e.g., race, sex, religion, etc.) under the employment provisions of the Fair Employment and Housing Act (FEHA).

AB 1999 would benefit a wide range of caregivers who struggle daily. Now with record cuts to social services, this bill is all the more critical.

For these reasons, we support AB 1999.

Sincerely,



Kathleen Kelly, MPA, Executive Director