





## AB 524 (Wicks) – Family Caregiver Discrimination

### SENATE FLOOR ALERT - SUPPORT

AB 524 (Wicks) would prohibit discrimination against employees based on their family caregiver status. In other words, the bill prohibits employers from treating a worker adversely based on assumptions or stereotypes associated with their family caregiving.

**Four states and over 200 local jurisdictions have already enacted laws outlawing employment discrimination against parents and other caregivers, covering 35% of the American workforce. It is time for California to catch up.**

Family caregiver discrimination occurs when an employer takes a negative employment action against an employee based on their responsibility to care for a family member. This type of discrimination affects employees of every income level, race, gender, and industry. Working mothers and pregnant people, though, are most likely to experience this type of discrimination, with low-wage earners and people of color disproportionately impacted.

AB 524 addresses family caregiver discrimination by adding family caregiver to the list of protected characteristics (e.g., race, sex, sexual orientation, marital status, religion, etc.) that are already prohibited bases of discrimination under the employment provisions of the Fair Employment and Housing Act (FEHA). The bill was amended to narrow the definition of family to include a finite list of family members and a “designated person.”

By explicitly labeling family caregivers as a protected class, AB 524 would encourage employers to treat their employees based on their job performance, instead of bias, which has the power to both save jobs and *avoid* lawsuits.

In fact, a 2021 report from the Center for WorkLife Law found **the likelihood an employer will be sued under an explicit caregiver discrimination law is nearly zero.**

For all of these reasons our organizations are proud to support AB 524 and urge your “aye” vote.

9to5

A Better Balance

AAUW California

ACCE Action

ACCESS REPRODUCTIVE JUSTICE

BreastfeedLA

California Breastfeeding Coalition

California Calls

California Coalition on Family Caregiving

California Employment Lawyers Association

California Immigrant Policy Center

California Pan-Ethnic Health Network

California Partnership to End Domestic  
Violence

California WIC Association

California Women Lawyers

California Women's Law Center

California Work & Family Coalition

Care in Action

Caring Across Generations

Center for Law and Social Policy (CLASP)

Center for WorkLife Law

Child Care Law Center

Citizens for Choice

COLAGE

Consumer Attorneys of CA

Ella Baker Center for Human Rights

Equal Rights Advocates

Family Caregiver Alliance

Family Values @ Work

Friends Committee on Legislation of California

Futures Without Violence

Gender Equality Law Center

GRACE - End Child Poverty in California

Human Impact Partners

Jewish Center For Justice

JTMW LLC

Justice for Migrant Women

Justice in Aging

LA Best Babies Network

La Raza Centro Legal

Labor Council for Latin American  
Advancement

Legal Aid at Work

Los Angeles Alliance for a New Economy

Lutheran Office of Public Policy - California

MomsRising

Mujeres Unidas y Activas

NARAL Pro-Choice California

National Center for Transgender Equality

National Council of Jewish Women CA

National Council of Jewish Women Los  
Angeles

National Domestic Workers Alliance

National Employment Law Project

National Employment Lawyers Association

National Institute for Workers' Rights

National Organization of API Ending Sexual  
Violence

National Partnership for Women & Families

National Women's Law Center

Orange County Equality Coalition

Our Family Coalition

Parent Voices, California

Public Counsel

Public Justice Center

Rising Communities formerly Community  
Health Councils

ROC United

Santa Clara County Wage Theft Coalition

Supermajority

TechEquity Collaborative

Thai Community Development Center

The Restaurant Opportunity Center of the Bay

UFCW Western States Council

Vermont Network Against Domestic and  
Sexual Violence

Women Employed

Women's Foundation California

Worksafe