

THE AGING JUSTICE PROJECT

SENATE BILL 1190 THE ILLINOIS FAMILY CARE PROVIDER ACT “Expanding Care Across Generations”

SEN. TOI W. HUTCHINSON – SEN. PATRICIA VAN PELT – SEN. JAQUELINE Y. COLLINS
SEN. DANIEL BISS – SEN. IRIS MARTINEZ - SEN. JENNIFER BERTINO-TARRANT – SEN. MELINDA BUSH –
SEN. TERRY LINK – SEN. WILLIAM DELGADO – SEN. IRA SILVERSTEIN – SEN. THOMAS CULLERTON –
SEN. DON HARMON – SEN. MICHAEL NOLAND – SEN. MATTIE HUNTER – SEN. DAN KOTOWSKI

WHAT DOES THE IFCA DO?

The Illinois Family Care Provider Act expands the definition of “family” for the Family Medical Leave Act (FMLA) to include grandparents caring for grandchildren, as well as grandchildren caring for grandparents, thus expanding the benefits of job-protected leave to include these important family caregivers. The bill does not otherwise modify any other aspect of FMLA.

WHO WILL THE IFCA IMPACT IN THE STATE OF ILLINOIS?

Research shows that the traditional American household is changing, often including intergenerational family members. Increasingly, grandparents and grandchildren are becoming crucial resources for family caregiving – and in many cases, they are the primary caregivers.

- In Illinois, almost 100,000 grandparents are householders and are responsible for their grandchildren living with them (2005-2009 American Community Survey)
- Of these, 68% are under the age of 60 - and thus of working age (2005-2009 ACS)
- Over 300,000 children under the age of 18 live in homes where the householders are grandparents or other relatives – **over 10% of the children in Illinois** (US 2010 Census)
- Nationally, 8% of family caregivers are grandchildren (National Family Caregivers Association)

ARE THERE ADDITIONAL COSTS TO EMPLOYERS AND THE STATE?

- There are NO additional costs to employers other than what is already provided for in the FMLA (Section 101. (5))
- There is NO fiscal note attached to the bill as the IDOL is not responsible for enforcement.

WHAT ARE THE BENEFITS TO EMPLOYEES AND EMPLOYERS?

- The Department of Labor released findings of a survey titled *Family and Medical Leave Act in 2012: Final Report* which shows that FMLA continues to make a positive impact on the lives of workers without imposing an undue burden upon employers, and employers and employees alike find it relatively easy to comply with the law
- 91% of employers report that complying with the FMLA has had either a positive effect or no noticeable effect on employee absenteeism, turnover and morale
- Only 13% of all employees reported taking leave for a FMLA reason in the past 12 months
- Misuse of FMLA is rare – fewer than 2% of worksites reported confirmed misuse of FMLA

Contacts: Anna Assenmacher Phone: 312 659-8019
Jaquie Algee Phone: 312 933-2351

Email: anna@beckresearch.org
Email: jaquie.algee@seiuhcil.org

THE AGING JUSTICE PROJECT

PLEASE JOIN US IN SUPPORTING THE IFCA!

AARP

AFSCME

SEIU

Lakeview Action Coalition

Jane Addams Senior Caucus

The Beck Research Initiative at DePaul University

Women Employed

Illinois Maternal & Child Health Coalition

Illinois Hunger Coalition

Association for Child Development

Illinois Alliance for Retired Americans

AIDS Foundation of Chicago

Ounce of Prevention

Civil Rights Agenda

Lutheran Advocacy-Illinois

Citizen Action Illinois

Family Focus (Lawndale)

South Austin Community Coalition Center

St. Gertrude Catholic Parish

The Illinois African American Coalition for Prevention

Rev. Michael Pflieger – Faith Community of Saint Sabina