

Paid Leave Alliance for Dementia Caregivers

Convened by **UsAgainstAlzheimer's**

Paid Family Leave: An Intergenerational Perspective

Family caregivers often struggle to be in two places at once: at home providing daily care to their loved ones and at work supporting their employers and co-workers. In fact, 60% of dementia caregivers report working while providing care.

The caregiving crisis triggered by COVID-19 underscores the urgent need for comprehensive paid family leave policies to support vulnerable families during times of crisis and beyond.

Research by UsAgainstAlzheimer's (UsA2) on employed dementia caregivers finds that nearly 60% report that the utilization of paid leave benefits improved their health and emotional well-being as they provided care. However, less than half reported having access to these benefits. And, only one in three employed caregivers report having paid and flexible medical and family leave options to help them balance work and family responsibilities.

Millennials and the Dementia Care Hardship

As the dementia challenge grows, more and more young people are being enlisted into the dementia care community, resulting in emotional and financial disruptions that limit economic opportunities for this vital segment of the workforce.

There are 12 million millennials providing care in the U.S. and about one in six are providing high-stress, high-touch care for a loved one living with dementia.

Roughly 42%
of millennial dementia caregivers are the sole caregivers of their loved one.

The **overwhelming majority (79%)** reported that accessing affordable outside help was very difficult.

More than 1 in 2 (54%)
perform medical tasks for their loved one.

Nearly 80% experience emotional distress due to caregiving.

These caregivers – particularly those with lower levels of education, and caregivers of color – experience economic hardship due to caregiving.

33%

reported work disruptions due to their caregiving.

14% stopped working entirely because of their caregiving duties.

Millennial caregivers without a college degree are the **least likely to have access** to paid family leave and are more likely to give up work to provide care.

40% of employed millennial caregivers reported either themselves or someone in their household has had to borrow money or go into debt caring for their loved one.

Paid leave could be a lifeline for young caregivers as they struggle to navigate care and work at a critical time in their lives. To support this vital segment of the American workforce, policymakers should:



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



Provide relief for at-home caregivers who have sacrificed income potential to care for their loved ones at home.



Provide meaningful income 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 to medical visits including visits related to research.

About the Alliance

The Paid Leave Alliance for Dementia Caregivers, convened by UsAgainstAlzheimer's, is comprised of diverse patient and caregiver advocacy organizations working at the intersections of dementia care, healthy aging, and health equity. The Alliance advocates for access to paid family leave for family caregivers of individuals living with chronic medical conditions such as Alzheimer's and related dementias. To learn more about the Alliance, its principles, and research, please visit <https://www.usagainstalzheimer.org/alzheimers-and-paid-leave>.