

AB 406

Paid Family Leave Language Access

Assemblymember
Monique Limón
37TH DISTRICT



THIS BILL

AB 406 ensures that all documents related to Paid Family Leave (PFL) are made available in the most commonly spoken language other than English, in the State of California.

BACKGROUND

With 44% of Californians over the age of five speaking a language other than English at home, it is vital that all communications are made available in languages other than English.¹

With renewed energy and focus to support working families, many proposals this year seek to address the barriers working families face when trying to access the states PFL program.² Understanding documents and information dispersed in English only formats is another barrier we have placed on our knowingly diverse population.

Additional legislation such as SB 135 (Jackson) ensures that nearly all Californians who pay into PFL can use it without fear of job loss; that more newborns can receive individual, at-home care for their first six months of life; and ensure that California's laws reflect the intergenerational family and caregiving needs. AB 196 (Gonzalez)

¹ <https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?src=bkmk>

² <http://cepr.net/documents/publications/paid-family-leave-1-2011.pdf>

ensures workers utilizing PFL can receive 100 percent wage replacement during the period of their leave. However, each of these legislative proposals cannot increase uptake numbers if individuals cannot receive and understand the information being distributed about PFL.

PURPOSE

AB 406 requires the Employment Development Department (EDD), who administers the state disability insurance program to distribute the application for PFL in addition to the application in English, in all non-English languages spoken by a substantial number of non-English speaking applicants.

SUPPORT

California Alternative Payment Program Association

OPPOSITION

None on file.

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