

# SB 848 - RUBIO

## REPRODUCTIVE LOSS LEAVE

Pregnancy and fertility loss is common and is suffered by millions of women across the state, with approximately half of all pregnancies ending in miscarriage. Existing family leave programs are limited in scope and access and do not fully apply to all persons impacted.

SB 848 would ensure employees are allowed to take up to five days of reproductive loss leave following a miscarriage, unsuccessful assisted reproduction, failed adoption, failed surrogacy, or stillbirth. This would additionally apply to the individual's spouse or domestic partner, or another co-parenting individual, if that individual would have been a parent of a child had they been successful.

### By the Stats, Who Does This Impact?

- **Approximately 50% of all pregnancies end in miscarriage**
  - *Source: March of Dimes*
- **1 in 8 couples have trouble getting pregnant or sustaining a pregnancy**
  - *Source: The Centers for Disease Control and Prevention (CDC), National Survey of Family Growth, 2006-2010*
- **1 in 3 of adults have either sought fertility treatment themselves or know someone who has**
  - *Source: Pew Research Center survey, June-July 2019*
- **9% of adults have pursued in vitro fertilization (IVF)**
  - *Source: Pew Research Center analysis of National Center for Health Statistics data*
- **Surrogacy accounted for 5% of all embryo transfers in 2019**
  - *Source: The Centers for Disease Control and Prevention (CDC)*
- **2% of adults have adopted a child and 33% of adults have considered adoption**
  - *Source: US Adoption Attitudes Survey Conducted by The Harris Poll, February 2022*



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