

More than 45 Years: **Fighting and Winning for Women and Families**



The National Partnership for Women & Families is a nonprofit, nonpartisan advocacy group dedicated to promoting workplace policies that meet the needs of the modern workforce and access to quality health care – including maternity care and the full range of reproductive health care.

NationalPartnership.org



President Bill Clinton and National Partnership senior advisor, Judy Lichtman, at the signing of the FMLA, 1993.

Key Differences: Paid Sick Days and Paid Leave



Paid Sick Days

Short-term leave: Days or hours

- ▶ To recover from the flu.
- ▶ To care for a sick child.
- ▶ To seek assistance in cases of domestic violence.
- ▶ To seek preventive care – for example, well baby visits or annual physicals.

Paid Family and Medical Leave

Longer-term leave: Weeks

- ▶ To recover from surgery.
- ▶ To bond with a new child.
- ▶ To care for a family member undergoing cancer treatment.
- ▶ To care for an aging parent who has been placed on hospice.

Reality: A Nation Without Paid Time to Care



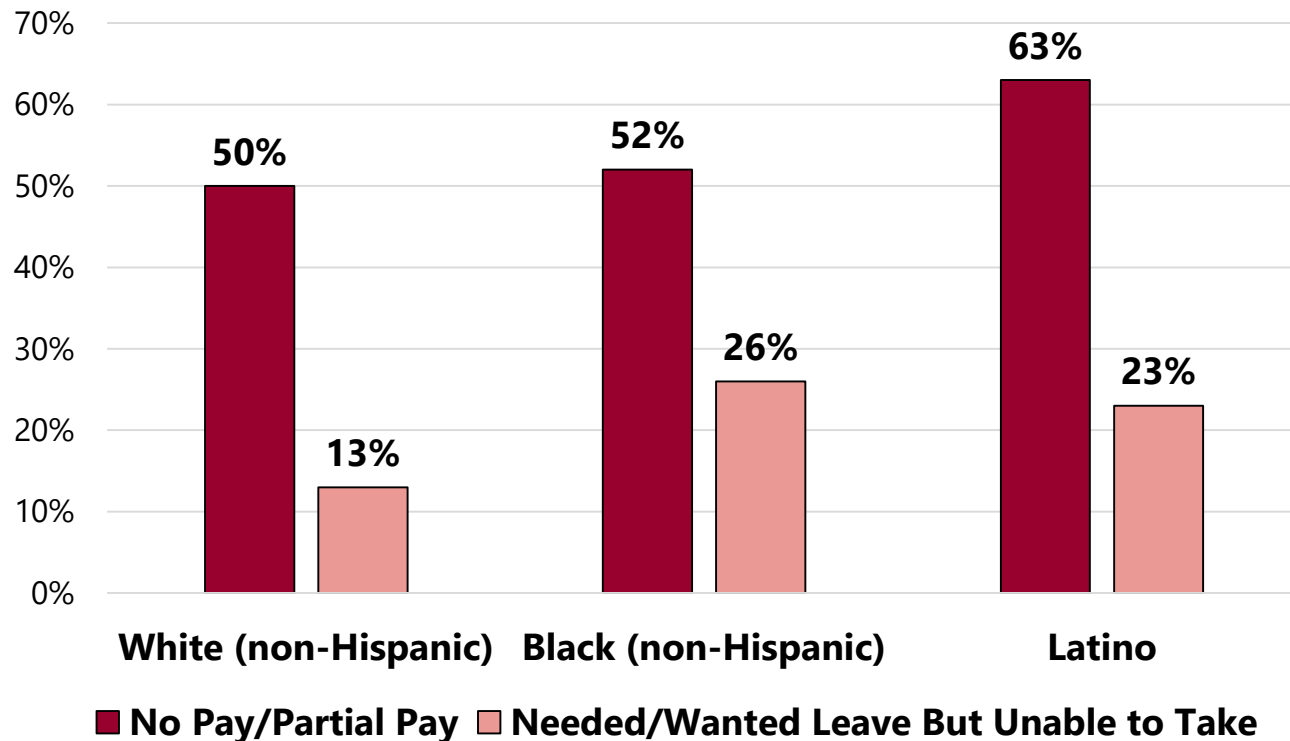
- ▶ Just **15 percent** of working people have paid family leave through their employers to care for a new child or ill family member.
- ▶ **Less than 40 percent** have personal medical leave through an employer-provided disability program to address a serious health condition of their own.
- ▶ More than **37 million working people** don't have a single paid sick day to recover from common, short-term illnesses or to care for a sick child or other close family member.

Access to paid family and medical leave and paid sick days **shouldn't be based on where you live or if you've "won the boss lottery."**

Consequences: Loss of Income, Family Health Jeopardized



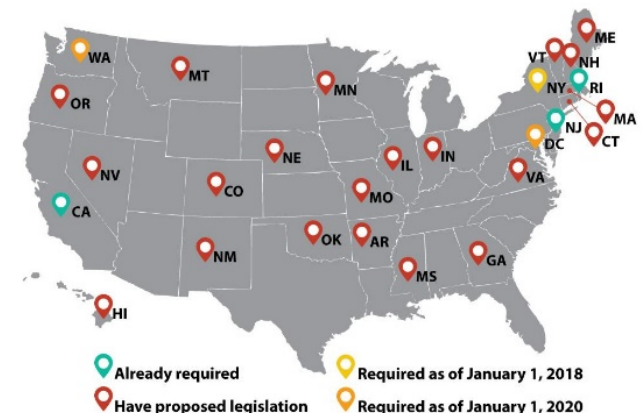
Estimated share of working parents who received no pay or partial pay during parental, family or medical leave compared to those who needed or wanted to take leave but were unable to, by race/ethnicity



In the Absence of a National Standard, States and Cities Are Leading on Leave

- ▶ **Five states and D.C.** have enacted or are preparing to enact paid family leave policies
 - ▶ California (since 2004)
 - ▶ New Jersey (since 2009 – seeking expansions)
 - ▶ Rhode Island (since 2014 – seeking expansions)
 - ▶ New York (2018)
 - ▶ Washington, D.C. (2020 implementation)
 - ▶ Washington state (2020 implementation)

- ▶ **Bills introduced in 30+ states** (including Colorado, Connecticut, Illinois, Indiana, Massachusetts, Minnesota, Missouri, New Mexico, Ohio, Pennsylvania, Utah and Virginia)
 - ▶ Massachusetts is likely to pass paid leave this year!



American City Business Journals Map of 2017 Paid Leave Legislation

Paid Family and Medical Leave: Key Principles of a Strong Policy

- ▶ **National in scope**
- ▶ **Covers all workers**
- ▶ **Meaningful duration and benefits**
- ▶ **Portable**
- ▶ **Inclusive of all serious needs**
- ▶ **Funded sustainably and responsibly**
- ▶ **Provides employment protections**



A robust national paid leave program must check all the boxes!
Learn more: SupportPaidLeave.org

- ▶ **The *Family And Medical Insurance Leave Act (FAMILY Act)* (S. 337 / H.R. 947) meets this checklist.**

Growing Risk, Without Your Advocacy to Help: Paid Leave that Leaves People Behind

Would do more harm than good:

- ▶ Parental-leave only plans
- ▶ Trump budget proposal
- ▶ “Social Security” proposal
- ▶ Employer tax credits
- ▶ Go-fund-me savings accounts
- ▶ Targeted, means-tested benefits



Progress: States Lead the Way on Paid Sick Time



- ▶ Paid sick time laws exist in **42 jurisdictions** across the country!
 - ▶ **Nine** states
 - ▶ 31 cities
 - ▶ Two counties
- ▶ Earlier this year, Austin TX became the **first city in the South** to pass a paid sick time law
- ▶ **New Jersey** will become the **tenth state** to pass a paid sick time law!
 - ▶ This will replace its 13 municipal laws with a stronger and more inclusive standard that will cover the whole state and tens of thousands more workers

The Healthy Families Act: Guaranteed U.S. Access to Sick Leave



- ▶ **Provides workers with guaranteed sick time**
 - ▶ Workers can earn up to seven job-protected sick days each year to be used to recover from their own illnesses, access preventive care, provide care to a sick family member, or attend school meetings related to a child's health condition or disability.
- ▶ Workers at businesses with **15 or more employees:**
 - ▶ Sick time is paid
- ▶ Workers at businesses with **fewer than 15 employees:**
 - ▶ Sick time is unpaid, but still job-protected

Growing Risk:

Harmful Proposals Masquerading as Family Friendly



Fake Flexibility Legislation:

- ▶ “Comp time”
 - ▶ *Working Families Flexibility Act*
 - ▶ Passed House, pending in Senate
- ▶ “Safe harbor”
 - ▶ *Workflex in the 21st Century Act*
 - ▶ **Expected vote this spring**

For More **Information**

Vicki Shabo

Vice President for Workplace Policies
& Strategies
Washington, D.C.
vshabo@nationalpartnership.org



Find us:

www.NationalPartnership.org
www.SupportPaidLeave.org

Follow us:



www.facebook.com/nationalpartnership
www.twitter.com/npwf