

February 13, 2019

Dear Member of Congress,

On behalf of the undersigned organizations and the tens of millions of working families we represent, we **urge you to co-sponsor and advocate for swift and thorough consideration of the Family And Medical Insurance Leave (FAMILY) Act (H.R. 1185/S. 463)**. The FAMILY Act would create a national family and medical leave insurance program to help ensure that people who work can take the time they need to address serious health and caregiving needs. It would help support working families' economic security, promote gender equity in workplaces, create a more level playing field for businesses of all sizes and strengthen our economy. The FAMILY Act is a national paid family and medical leave plan voters want and our country needs.

**The benefits of paid family and medical leave are well documented, yet the vast majority of working people in the United States do not have access to this basic protection.** More than 100 million people – or 83 percent of workers – do not have paid family leave through their jobs, and more than 60 percent lack access to paid personal medical leave through their employer.<sup>1</sup> Access rates for workers in lower-wage jobs are even lower, and most recent private sector advances are disproportionately concentrated in higher-skill industries and among higher-paid employees, creating even greater disparities between lower- and higher-paid workers.<sup>2</sup> Even unpaid leave through the Family and Medical Leave Act (FMLA) is inaccessible to nearly two-thirds of working people, either because of eligibility restrictions or because they simply cannot afford to take unpaid leave.<sup>3</sup> This means that when serious personal or family health needs inevitably arise, people face impossible choices between their families' well-being, their financial security and their jobs.

**The FAMILY Act would create a strong, inclusive national paid family and medical leave insurance program and set a nationwide paid leave baseline.** Employees would earn two-thirds of their wages, up to a cap, for a limited period of time (up to 60 workdays, or 12 workweeks in a year) to address their own serious health issue, including pregnancy or childbirth; to deal with the serious health issue of a family member; to care for a new child; and for certain military caregiving and leave purposes. Employees, employers and self-employed workers would fund both the benefits and the administrative costs of the program by contributing a small amount in each pay period to a self-sustaining fund, administered through a new Office of Paid Family and Medical Leave. Eligibility rules would allow younger, part-time, low-wage and contingent workers to contribute and benefit, regardless of their employer's size or their length of time on the job.

**The FAMILY Act builds on successful state programs.** In fact, nearly all state programs now go beyond the FAMILY Act in several important ways, providing data and lessons that Congress should consider. California has had a paid family and medical leave insurance program in place since 2004, New Jersey since 2009, Rhode Island since 2014 and New York since 2018. Strong new programs will take effect in Washington state and the District of Columbia in 2020 and Massachusetts in 2021. Evidence from the existing state programs shows their value and affordability; all are financially sound and self-sustaining, and each state that has paid leave in place has or is exploring ways to make them even more accessible to people who need family leave. Analyses of California's law show that both

employers and employees benefit from the program.<sup>4</sup> In New Jersey, the program's costs have been lower than expected and public attitudes toward the program are favorable.<sup>5</sup> Early research on Rhode Island's program found positive effects for new parents, and a majority of small- and medium-sized employers were in favor of the program one year after it took effect.<sup>6</sup>

**The FAMILY Act would address the range of care needs people face, including the growing need to provide elder care.** Changing demographics mean more adults will need elder care and the number of potential family caregivers is shrinking: For every person age 80 and older, the number of potential family caregivers will fall from about seven in 2010 to four by 2030, and then to less than three by 2050.<sup>7</sup> It is also important to note that more than 75 percent of people who take family or medical leave each year do so for reasons other than maternity or paternity care. They take leave to care for family members with serious illnesses, injuries or disabilities or for their own serious health issue.<sup>8</sup> The majority of parents, adult children and spouses who provide care for ill family members or children with disabilities also have paying jobs, and most work more than 30 hours per week while also managing their caregiving responsibilities.<sup>9</sup> The majority of military caregivers – and more than three-quarters of caregivers for post-9/11 wounded warriors – are also in the labor force.<sup>10</sup>

**The FAMILY Act would support improved health outcomes and could lower health care costs.** New mothers who take paid leave are more likely to take the amount of time away from work recommended by doctors,<sup>11</sup> and their children are more likely to be breastfed, receive medical check-ups and get critical immunizations.<sup>12</sup> When children are seriously ill, the presence of a parent shortens a child's hospital stay by 31 percent;<sup>13</sup> active parental involvement in a child's hospital care may head off future health problems, especially for children with chronic health conditions,<sup>14</sup> and thus reduce costs. Paid leave also lets people help older family members recover from serious illnesses, fulfill treatment plans, and avoid complications and hospital readmissions.<sup>15</sup> Early research has found that California's paid leave program reduced nursing home utilization.<sup>16</sup> And, for the millions of families in communities that are struggling with opioid and other substance use disorders, paid leave supports family caregivers, who play a key role in care and recovery by helping loved ones with health care arrangements and treatment.<sup>17</sup>

**The FAMILY Act also would strengthen large and small businesses and support entrepreneurs.** Paid leave reduces turnover costs – typically about one-fifth of an employee's salary<sup>18</sup> – and increases employee loyalty. In California, nine out of 10 businesses surveyed reported positive effects or no impacts on profitability and productivity after the state's paid leave program went into effect.<sup>19</sup> Small businesses reported even more positive or neutral outcomes than larger businesses.<sup>20</sup> Small business owners from across the nation expect that the FAMILY Act model would help level the playing field with large corporations, improve worker retention, productivity and morale, and help protect their economic security if an accident or medical emergency occurs.<sup>21</sup> This is part of the reason that 70 percent of small businesses surveyed nationwide support the FAMILY Act approach of shared payroll deductions.<sup>22</sup> By including self-employed people, the FAMILY Act would also help entrepreneurs balance the risks of starting a new business with the need to ensure their families' health and security.

**National paid family and medical leave has broad support from voters across party lines.**

Recent polling shows that eight in ten voters support a comprehensive, inclusive, sustainably funded national paid family and medical leave law modeled on the FAMILY Act, including 76 percent of Republicans, 74 percent of independents and 89 percent of Democrats. When asked to rank four paid leave proposals, the FAMILY Act model was the top choice across party lines. And when asked how much they would be willing to contribute toward a paid leave fund, seven in 10 voters said they would be willing to contribute one percent of their wages, or one cent for every dollar earned, which is much more than the FAMILY Act would actually cost.<sup>23</sup> Additional qualitative research shows voters prefer a national plan that covers all family relationships and includes employment protections.<sup>24</sup>

**It is well past time for the United States to adopt a nationwide paid family and medical leave standard – but policy details matter tremendously.** Disparities in people’s access to paid leave, changing demographics and the realities working families face today require that any national plan be comprehensive of working people’s needs as reflected in the FMLA, inclusive of all working people across the United States and provide a meaningful duration of leave and wage replacement rate to make taking leave financially possible for all working people. Responsible governance requires that any plan be affordable, cost-effective and sustainably funded with new revenue – not funded by cutting or reducing benefits from programs people rely on. Any plan that fails to meet these tests is unacceptable.

**The FAMILY Act is the only national paid family and medical leave proposal that reflects what most people in the United States need.** We urge you to co-sponsor this essential legislation today, to push for swift and thorough consideration that surfaces the best practices and lessons learned from state policies, and to reject inadequate proposals that would fail to meet the needs of the nation’s workforce, families or businesses – and that would do more harm than good.

Sincerely,

**National Organizations**

- 1,000 Days
- 2020 Mom
- 9to5, National Association of Working Women
- A Better Balance
- AFL-CIO
- American Academy of Nursing
- American Association of People with Disabilities
- American Association of University Women (AAUW)
- American Civil Liberties Union
- American Federation of Teachers, AFL-CIO
- American Medical Student Association
- American Medical Women's Association
- American Psychological Association
- American Public Health Association
- American Society on Aging
- American Sustainable Business Council

A. Philip Randolph Institute  
Asian Pacific American Labor Alliance, AFL-CIO  
Association of Flight Attendants-CWA  
Association of Reproductive Health Professionals (ARHP)  
Association of University Centers on Disabilities  
Association of Women's Health, Obstetric and Neonatal Nurses  
Autistic Self Advocacy Network  
Bend the Arc Jewish Action  
Black Women's Health Imperative  
Black Women's Roundtable  
Bread for the World  
Caregiver Action Network  
Caring Across Generations  
Catalyst  
Center for American Progress Action Fund  
Center for Community Change Action  
Center for Popular Democracy Action  
CenterLink: The Community of LGBT Centers  
ChangeLab Solutions  
CLASP  
Coalition of Labor Union Women  
Coalition on Human Needs  
Communications Workers of America (CWA)  
Community Access National Network  
Congregation of Our Lady of Charity of the Good Shepherd, US Provinces  
Consumer Action  
Demos  
Ecumenical Poverty Initiative  
Equal Pay Today!  
Every Child Matters  
Faith in Public Life  
Family Equality Council  
Family Values @ Work  
Family Voices  
First Focus Campaign for Children  
Food & Water Watch  
Friends Committee on National Legislation  
Futures Without Violence  
Generations United  
The Gerontological Society of America  
Hadassah, The Women's Zionist Organization of America, Inc.  
HealthConnect One  
HEAR US Inc.  
Hispanic Federation  
Human Rights Campaign  
Human Rights Watch  
Indivisible  
In Our Own Voice: National Black Women's Reproductive Justice Agenda  
Interfaith Worker Justice

International Union of Bricklayers and Allied Craftworkers  
Jewish Women International  
Jobs With Justice  
Justice for Migrant Women  
La Leche League USA  
The Leadership Conference on Civil and Human Rights  
Main Street Alliance  
Mi Familia Vota  
Mom2Mom Global  
MomsRising  
NAACP  
NARAL Pro-Choice America  
National Alliance for Caregiving  
National Asian Pacific American Women's Forum (NAPAWF)  
National Association for Children's Behavioral Health  
National Association for Rural Mental Health  
National Association of County Behavioral Health & Developmental Disability Directors  
National Association of Social Workers  
National Association of State Head Injury Administrators  
National Black Justice Coalition  
National Center for Law and Economic Justice  
National Center for Lesbian Rights  
National Center for Parent Leadership, Advocacy, & Community Empowerment (National PLACE)  
National Center for Transgender Equality  
National Coalition for the Homeless  
National Consumer Voice for Quality Long-Term Care  
National Consumers League  
National Council of Churches  
National Council of Jewish Women  
National Domestic Workers Alliance  
National Education Association  
National Employment Law Project  
National Employment Lawyers Association  
National Equality Action Team (NEAT)  
National Health Law Program  
The National Hispanic Council on Aging (NHCOA)  
National Immigration Law Center  
National Institute for Reproductive Health (NIRH)  
National Latina Institute for Reproductive Health  
National LGBTQ Task Force Action Fund  
National Network to End Domestic Violence  
National Organization for Women  
National Partnership for Women & Families  
National Resource Center on Domestic Violence  
National Respite Coalition  
National WIC Association  
National Women's Health Network  
National Women's Law Center

National Youth Advocate Program, Inc. (NYAP)  
NETWORK Lobby for Catholic Social Justice  
NGP VAN/EveryAction  
Organization United for Respect at Walmart  
Oxfam America  
Parents as Teachers  
ParentsTogether  
Partnership For America's Children  
People For the American Way  
People's Action Institute  
Physicians for Reproductive Health  
PL+US: Paid Leave for the U.S.  
Poligon Education Fund  
Promundo-US  
Public Advocacy for Kids  
RESULTS  
ROC United  
Sargent Shriver National Center on Poverty Law  
SEIU  
Sexuality Information and Education Council of the United States (SIECUS)  
Sisters of Charity of Nazareth Western Province Leadership  
Small Business Majority  
TASH  
TIME'S UP  
Trust for America's Health  
U.S. Breastfeeding Committee  
U.S. Women's Chamber of Commerce  
UltraViolet  
Union for Reform Judaism  
Unitarian Universalist Association  
United Food and Commercial Workers International Union  
United State of Women  
United Steelworkers  
URGE: Unite for Reproductive & Gender Equity  
Voices for Progress  
Women of Reform Judaism  
The Women's Caucus of the American Psychiatric Association  
Women's Media Center  
Workplace Fairness  
Young Invincibles  
YWCA USA  
ZERO TO THREE

**Alabama**

AIDS Alabama  
YWCA Central Alabama

**Alaska**

Nenana Tortella Council on Aging, INC

**Arizona**

Time Out, Inc.

Wildfire AZ

World Hunger Ecumenical Arizona Task Force, Inc (WHEAT)

**California**

Abriendo Puertas/Opening Doors

ACLU of California

Asset Building Strategies

Baby Cafe Bakersfield

BreastfeedLA

Business and Professional Women

California 9to5

California Advanced Lactation Institute

California Breastfeeding Coalition

California Child Care Resource & Referral Network

California Food Policy Advocates

California Partnership to End Domestic Violence

CA Work & Family Coalition

Central Valley Lactation Association

Child Care Law Center

Children's Defense Fund – California

Coalition of Labor Union Women - Los Angeles

Coalition of Labor Union Women - San Francisco Chapter

Delta Health Care

EMC Strategies

Equal Rights Advocates

Family Voices of California

Food Chain Workers Alliance

The Fresno Center

Human Impact Partners

Instituto de Educación Popular del Sur de California

Legal Aid at Work

Los Angeles Valley College Family Resource Center

Maternal Mental Health NOW

Mission Economic Development Agency

Mutual Housing California

National Council of Jewish Women CA

National Council of Jewish Women, Los Angeles Section

Our Family Coalition

Pacific Community Ventures

Parent Voices CA

The Praxis Project

Prevention Institute

Raise the Barr

River City Food Bank

San Diego Volunteer Lawyer Program, Inc.  
Teen Success, Inc.  
Time for Change Foundation  
Working Partnerships USA  
YWCA Berkeley/Oakland  
YWCA Greater Los Angeles  
YWCA Pasadena-Foothill Valley  
YWCA San Francisco & Marin

### **Colorado**

13th Moon Midwifery  
9to5 Colorado  
All Families Deserve a Chance Coalition  
Bell Policy Center  
CDHS  
Colorado Coalition for the Homeless  
Colorado Consumer Health Initiative  
Colorado Council of Churches  
Colorado Fiscal Institute  
Colorado Lactation Consultant Association  
Colorado Organization for Latina Opportunity and Reproductive Rights (COLOR)  
Morgridge Family Foundation  
Movement Advancement Project  
NARAL Pro-Choice Colorado  
National Coalition Against Domestic Violence  
National Council of Jewish Women, Colorado State Policy Advocate  
Nurse-Family Partnership  
Safe Shelter of St. Vrain Valley  
United for a New Economy  
Women's Lobby of Colorado

### **Connecticut**

All Our Kin  
Collaborative Center for Justice  
Connecticut Association For Human Services  
Connecticut Breastfeeding Coalition  
Connecticut Women's Education and Legal Fund (CWEALF)  
Connecticut Working Families Organization  
Hispanic Federation – CT  
National Association of Social Workers Connecticut Chapter  
YWCA Greenwich

### **Delaware**

Breastfeeding Coalition of Delaware  
Delaware Ecumenical Council on Children and Families  
HerStory Ensemble  
KIDS COUNT in Delaware  
YWCA Delaware



## **District of Columbia**

ADAP Advocacy Association  
Church World Service  
Herd on the Hill  
Jacobs Institute of Women's Health  
Jews United for Justice  
LIFT  
Redstone Global Center for Prevention and Wellness  
RESULTS DC  
Unitarian Universalists for Social Justice (UUSJ)

## **Florida**

Central Florida Behavioral Health Network  
Central Florida Jobs with Justice  
FL Alliance of Community Development Corporations, Inc.  
Florida Council of Churches  
Hispanic Federation – FL  
Jacksonville Area National Organization for Women  
Mid Florida Community Service  
National Council of Jewish Women, Florida State Policy Advocate  
National Council of Jewish Women, Palm Beach Section  
National Council of Jewish Women, Valencia Shores Section  
Organize Florida  
Pax Christi Florida

## **Georgia**

9to5 National Association of Working Woman Georgia Chapter

## **Hawaii**

Hawaii Children's Action Network  
Healthy Mothers Healthy Babies Coalition of Hawaii  
YWCA O'ahu  
YWCA of Kauai

## **Idaho**

United Vision for Idaho

## **Illinois**

AIDS Foundation of Chicago  
Chicago Foundation for Women  
Citizen Action  
Coalition of Labor Union Women - Chicago  
East Central Illinois Community Action Agency  
EverThrive Illinois  
Illinois Action for Children  
Mujeres Latinas en Acción  
National Council of Jewish Women, Illinois State Policy Advocate

National Council of Jewish Women, South Cook Section  
National Work and Family Coalition  
New Moms  
Oak Park River Forest Food Pantry  
Ounce of Prevention Fund  
Pride Action Tank  
Project IRENE  
Provincial Council Clerics of St. Viator  
Shifting Hearts & Minds  
UFCW Local 881  
Women Employed  
Woodstock Institute  
YWCA Canton IL  
YWCA Elgin  
YWCA Evanston/North Shore  
YWCA Lake County  
YWCA Kankakee  
YWCA McLean County  
YWCA Northwestern Illinois  
YWCA of the University of Illinois

### **Indiana**

Indiana Coalition Against Domestic Violence  
Indiana Institute for Working Families  
Marion County Commission on Youth, Inc.  
YWCA Central Indiana (Muncie)

### **Iowa**

Leadership Team of the Sisters of Charity, BVM

### **Kansas**

Dominican Sisters Ministry of Presence  
Kansas Action for Children  
Kansas Breastfeeding Coalition, Inc.  
Sunflower Community Action  
United Way of Greater Topeka

### **Kentucky**

Coalition of Labor Union Women - Derby City Chapter  
Kentuckiana Lactation Improvement Coalition  
Kentucky Equal Justice Center  
Lactation Improvement Network Of Kentucky  
Sisters of Charity of Nazareth

### **Louisiana**

Independent Women's Organization New Orleans  
Louisiana Families First Coalition  
Louisiana Progress

National Council of Jewish Women, Greater New Orleans Section  
YWCA of Greater Baton Rouge

### **Maine**

Maine Center for Economic Policy  
Maine Coalition to End Domestic Violence  
Maine Small Business Coalition  
Maine Women's Lobby  
New Ventures Maine  
YWCA Mount Desert Island

### **Maryland**

Addiction Connections Resource  
Big Cities Health Coalition  
Coalition Of Labor Union Women - Baltimore, MD Chapter  
Coalition Of Labor Union Women - Chesapeake Bay, MD Chapter  
Driving Force Group  
Jews United for Justice  
Job Opportunities Task Force  
Lactation Education Resources  
Leadership for Education Equity  
Maryland Family Network  
NARAL Pro-Choice Maryland  
National Advocacy Center of the Sisters of the Good Shepherd  
Public Justice Center  
Racial and Ethnic Health Disparities Coalition

### **Massachusetts**

Baby Cafe USA  
Cambridge United for Justice with Peace  
Equal Exchange  
The Home for Little Wanderers  
Jewish Alliance for Law and Social Action  
Massachusetts Communities Action Network  
Massachusetts Union of Public Housing Tenants, Inc  
United for a Fair Economy  
YWCA Boston  
YWCA Central Massachusetts, Inc.  
YWCA Worcester, MA

### **Michigan**

Coalition of Labor Union Women - Metro Detroit  
Dominican Sisters ~ Grand Rapids  
Good Jobs Now  
Kalamazoo Loaves & Fishes  
Michigan Pay Equity Network  
Sugar Law Center for Economic and Social Justice  
West Michigan Center for Arts + Technology (WMCAT)

**Minnesota**

Children's Defense Fund – Minnesota  
Faith in Minnesota  
Franciscan Sisters of Little Falls, MN  
Gender Justice (MN)  
ISALAH  
Main Street Alliance of Minnesota  
Minnesota Association of Professional Employees  
Minnesota Nurses Association  
TakeAction Minnesota  
UFCW Local 1189  
Women's Foundation of Minnesota

**Mississippi**

Every Mother, Inc.

**Missouri**

Coalition of Labor Union Women - St. Louis Metro  
Missouri Coalition of Labor Union Women  
NARAL Pro-Choice Missouri  
National Council of Jewish Women, Missouri State Policy Advocate

**Montana**

District 6 HRDC  
Montana Budget & Policy Center  
Montana Women Vote  
YWCA Billings

**Nebraska**

ACLU of Nebraska  
Nebraska Appleseed  
Sisters of Mercy West Midwest Justice Team  
Voices for Children in Nebraska

**Nevada**

Advanced Breastfeeding Support of Las Vegas  
Make It Work Nevada  
Progressive Leadership Alliance of Nevada

**New Hampshire**

Campaign for a Family Friendly Economy  
Granite State Organizing Project  
Rights and Democracy

**New Jersey**

Advocates for Children of NJ  
Anti-Poverty Network of New Jersey

BlueWaveNJ

Center for Autism and Early Childhood Mental Health - Montclair State University

Coalition of Infant/Toddler Educators

Coalition of Labor Union Women - Greater New Jersey

Coalition of Labor Union Women - New Jersey State

Committee of Interns and Residents / SEIU

CWA Local 1036

Family Voices NJ

Gloucester County NAACP

Health Professionals and Allied Employees (HPAE)

La Casa de Don Pedro

Lutheran Episcopal Advocacy Ministry NJ

National Association of Social Workers - NJ Chapter

National Organization for Women - Middlesex County

New Jersey Citizen Action

New Jersey Head Start Association

New Jersey Main Street Alliance

New Jersey Policy Perspective

New Jersey Tenants Organization

NJ Association for the Education of Young Children (NJAEYC)

NJ Breastfeeding Coalition, Inc.

NJ Coalition to End Domestic Violence

NJ State Industrial Union Council

NJ Time to Care Coalition

NJ Work Environment Council

NOW-NJ

Office of Peace, Justice, and Ecological Integrity, Sisters of Charity of Saint Elizabeth

Passaic Family Head Start, Inc

Reform Jewish Voice of New Jersey

SPAN Parent Advocacy Network

Turrell Fund

Union of Rutgers Administrators, AFT Local 1766

United Way of Northern New Jersey

YWCA Bergen County

### **New Mexico**

Prosperity Works

RESULTS - Santa Fe

Southwest Women's Law Center

### **New York**

AAUW of Rockland County

All Our Kin

Arrangements Abroad Inc.

Birth Justice Warriors

Catholic Charities Community Services

Center for Children's Initiatives

Center for Frontline Retail

Child Care Resources of Rockland, Inc.  
The Children's Agenda  
Citizen Action of New York  
Claire Heureuse Community Center, Inc.  
Coalition for Economic Justice  
Coalition of Labor Union Women – New York City Chapter  
Coalition of Labor Union Women – NY State  
Coalition of Labor Union Women – Rochester-Finger Lakes  
Coalition of Labor Union Women – Western New York  
Communications Workers of America, District 1  
CONNECT, Inc.  
Disabled in Action of Greater Syracuse Inc.  
Dominican Sisters of Hope  
Early Care & Learning Council  
Fearless Talent Development Inc.  
Gender Equality Law Center  
Godwin-Ternbach Museum, Queens College, CUNY  
Greater New York Labor-Religion Coalition  
Her Justice  
Hope's Door  
ideas42  
Indivisible Westchester  
Labor-Religion Coalition of NYS  
League of Women Voters of St. Lawrence County, NY  
Legal Momentum  
Masten Block Club Coalition and the Board of Block Clubs of Buffalo & Erie County  
Move Forward Staten Island  
NAACP New York State Conference  
National Federation of Business and Professional Women's Clubs-NYC (NFBPWC-NYC)  
New York Paid Leave Coalition  
New York State Alliance for Retired Americans  
New York Union Child Care Coalition  
New York Zero-to-Three Network  
PowHer New York  
Prevent Child Abuse NY  
Rios de Agua Viva United Church of Christ  
Rochester Childfirst Network  
SEIU 32BJ  
Solidarity Committee - Capital District  
SparkAction  
UFCW Women's Network  
Ursuline Sisters of Tildonk, U.S. Province  
Watervliet Huddle, New York  
Westchester for Change  
Westchester National Organization for Women  
Westchester Women's Agenda  
Women's Research and Education Fund  
Worksites for Wellness, Inc.  
The YMCA of Greater Rochester

YWCA of Binghamton & Broome County  
YWCA of Syracuse and Onondaga County Inc.  
YWCA Western New York  
YWCA Westfield

### **North Carolina**

Action NC  
Breastfeeding Family Friendly Communities of Durham  
Child Care Services Association  
Council for Children's Rights  
Equality North Carolina  
NARAL Pro-Choice North Carolina  
National Coalition of 100 Black Women Inc. - Queen City Metropolitan Chapter  
NC AFL-CIO  
NC Alliance for Retired Americans  
NC Child  
NC Early Education Coalition  
North Carolina Council of Churches  
North Carolina Justice Center  
North Carolina Partnership for Children  
North Carolina Women United  
Women AdvaNCE  
Working America North Carolina  
YWCA Asheville

### **North Dakota**

Family Voices of ND  
North Dakota Women's Network

### **Ohio**

AAUW of Ohio  
Appalachian Breastfeeding Network  
Coalition of Labor Union Women - Lorain County  
Coalition of Labor Union Women - State of Ohio  
Innovation Ohio  
NARAL Pro-Choice Ohio  
National Coalition of 100 Black Women Central Ohio  
National Council of Jewish Women, Ohio State Policy Advocate  
Ohio Domestic Violence Network  
Ohio Federation of Teachers  
Ohio Progressive Asian American Pacific Islander Women's Leadership  
Ohio Religious Coalition for Reproductive Choice  
Ohio State Coalition of Labor Union Women (CLUW)  
The Ohio Women's Public Policy Network  
Policy Matters Ohio  
United States Institute of Kangaroo Care  
Universal Healthcare Action Network of Ohio  
The Women's Fund of Central Ohio

YWCA Mahoning Valley  
YWCA of Van Wert County

### **Oklahoma**

Coalition of Labor Union Women - Greater Oklahoma City  
KidZone Academy

### **Oregon**

Asian Pacific American Network of Oregon (APANO)  
Cascade AIDS Project  
Center for Parental Leave Leadership  
Children First for Oregon  
Ecumenical Ministries of Oregon  
Family Forward Oregon  
Main Street Alliance of Oregon  
NARAL Pro-Choice Oregon  
Northwest Pilot Project  
ROSE Community Development  
YWCA of Greater Portland

### **Pennsylvania**

215 People's Alliance  
Bucks County Area Agency on Aging  
Bucks County Women's Advocacy Coalition  
Coalition of Labor Union Women - Central PA  
Coalition of Labor Union Women - Neshaminy-Bucks County  
Coalition of Labor Union Women - Southwest PA  
Community Legal Services  
Denny Civic Solutions  
First Up – Champions for Early Education  
Just Harvest  
Maternity Care Coalition  
National Council of Jewish Women - Greater Philadelphia Section  
National Council of Jewish Women - Pittsburgh  
One PA  
PathWays PA  
Pediatric Palliative Care Coalition  
Pennsylvania Breastfeeding Coalition  
Pennsylvania Council of Churches  
Philadelphia Coalition of Labor Union Women  
PhilaPOSH  
Restaurant Opportunities Center of Pennsylvania  
Sisters of Saint Joseph of Chestnut Hill, Philadelphia, PA  
Southwest PA National Organization For Women  
Trying Together  
Women and Girls Foundation of Southwest Pennsylvania  
Women's Center of Montgomery County  
Women's Law Project



YWCA Bethlehem  
YWCA Greater Pittsburgh  
YWCA Titusville  
YWCA Tri-County Area  
YWCA York

### **Puerto Rico**

Hispanic Federation – PR

### **Rhode Island**

Economic Progress Institute  
Foster Forward  
Rhode Island Coalition for the Homeless  
Rhode Island KIDS COUNT  
Women's Fund of Rhode Island

### **South Carolina**

Women's Rights and Empowerment Network  
YWCA of the Upper Lowland, Inc.

### **South Dakota**

Brookings Supports Breastfeeding

### **Tennessee**

Black Children's Institute of Tennessee  
National Council of Jewish Women, Tennessee State Policy Advocate  
Poor People's Economic Human Rights Campaign  
Tennessee Citizen Action  
YWCA Nashville & Middle Tennessee

### **Texas**

Children's Defense Fund – Texas  
Coalition of Labor Union Women – Grand Prairie/Arlington Chapter  
Positive Women's Network – Greater Houston

### **Utah**

Utahns Against Hunger  
Utah Women's Coalition  
Voices for Utah Children  
YWCA Utah

### **Vermont**

Hunger Free Vermont  
Main Street Alliance of Vermont  
Peace & Justice Center  
Vermont Family Network  
Voices for Vermont's Children

## **Virginia**

Coalition of Labor Union Women - Western Virginia  
Division for Early Childhood of the Council for Exceptional Children (DEC)  
The McShin Foundation  
NARAL Pro-Choice Virginia  
National Military Family Association  
The New 21st Century Movement Association  
Social Action Linking Together (SALT)  
Virginia Organizing

## **Washington**

Economic Opportunities Institute  
Faith Action Network  
Homeward Bound CLT  
Legal Voice  
Northwest Harvest  
PAVE Family to Family Health Information Center  
YWCA Clark County  
YWCA Olympia  
YWCA Pierce County  
YWCA Seattle | King | Snohomish  
YWCA Spokane

## **West Virginia**

West Virginians for Affordable Health Care  
WV Citizen Action Group

## **Wisconsin**

9to5 Wisconsin  
African American Breastfeeding Network  
African American Roundtable  
Chrysalis Inc.  
Citizen Action of Wisconsin  
Disability Rights Wisconsin  
End Domestic Abuse Wisconsin  
Fair Wisconsin  
First Unitarian Society Madison Social Justice Ministry  
Greater Wisconsin Agency on Aging Resources  
Harambee Village Doulas  
Human Rights Campaign Wisconsin  
Keep Families First Coalition  
Madison-Area Urban Ministry  
Maroon Calabash  
Mary's Daughter LLC  
Mid-Day Women's Alliance of Appleton, WI  
Milwaukee Metropolitan Community Church  
National Association of Women - Madison Chapter  
National Association of Women - Wisconsin Chapter

Newcap, Inc.  
OutReach LGBT Community Center  
Planned Parenthood Advocates of Wisconsin  
Schools and Communities United  
South Central Federation of Labor, AFL-CIO  
Unitarian Universalist Women's Federation  
Wisconsin Aging Advocacy Network  
Wisconsin Alliance for Women's Health  
Wisconsin Board for People with Developmental Disabilities  
Wisconsin Breastfeeding Coalition  
Wisconsin Community Action Program Association  
Wisconsin Council of Churches  
Wisconsin Early Childhood Association  
Wisconsin Network for Peace, Justice, and Sustainability  
Wisconsin Voices for Faith Justice  
Wisconsin Women's Network  
Worker Justice Wisconsin

## Wyoming

Wyoming Children's Law Center, Inc.  
Wyoming Coalition Against Domestic Violence and Sexual Assault  
Wyoming Community Foundation  
Wyoming Kids Count

---

1 U.S. Bureau of Labor Statistics. (2018, September). *National Compensation Survey: Employee Benefits in the United States, March 2018* (Tables 16 and 32). Retrieved 7 January 2019, from <https://www.bls.gov/ncs/ebs/benefits/2018/employee-benefits-in-the-united-states-march-2018.pdf>

2 Ibid; National Partnership for Women & Families. (2018, September). *New Paid Leave Data: Despite Some Success, Vast Majority of Working People Still Left Behind* [Press release]. Retrieved 7 January 2019, from <http://www.nationalpartnership.org/our-impact/news-room/press-statements/new-paid-leave-data-despite-some-success-cast-majority-of-workers-left-behind.html>

3 diversitydatakids.org. (2015). *Working Adults Who Are Eligible For and Can Afford FMLA Unpaid Leave (Share)*. Retrieved 7 January 2019 from Brandeis University, The Heller School, Institute for Child, Youth and Family Policy website: <http://www.diversitydatakids.org/data/ranking/529/working-adults-who-are-eligible-for-and-can-afford-fmla-unpaid-leaveshare/#loct=2&cat=44,25&tf=17>

4 Appelbaum, E., & Milkman, R. (2013). *Unfinished Business: Paid Family Leave in California and the Future of U.S. Work-Family Policy*. Ithaca, NY: Cornell University Press

5 Press of Atlantic City. (2010, November 15). *Paid Family Leave / Working well*. Retrieved 7 January 2019, from [http://www.pressofatlanticcity.com/opinion/editorials/article\\_0d6ba980-3a1d-56f7-9101-258999b5d9d0.html](http://www.pressofatlanticcity.com/opinion/editorials/article_0d6ba980-3a1d-56f7-9101-258999b5d9d0.html); Houser, L., & White, K. (2012, October). *Awareness of New Jersey's Family Leave Insurance Program is Low, Even as Public Support Remains High and Need Persists*. Rutgers University, The State University of New Jersey Center for Women and Work Publication. Retrieved 7 January 2019, from [http://njtimetocare.com/sites/default/files/03\\_New%20Jersey%20Family%20Leave%20Insurance-%20A%20CWW%20Issue%20Brief.pdf](http://njtimetocare.com/sites/default/files/03_New%20Jersey%20Family%20Leave%20Insurance-%20A%20CWW%20Issue%20Brief.pdf)

6 National Partnership for Women & Families. (2015, February). *First Impressions: Comparing State Paid Family Leave Programs in Their First Years*. Retrieved 7 January 2019, from <http://www.nationalpartnership.org/research-library/work-family/paid-leave/first-impressions-comparing-state-paid-family-leave-programs-in-their-first-years.pdf>; Bartel, A., Rossin-Slater, M., Ruhm, C., & Waldfogel, J. (2016, January). *Assessing Rhode Island's Temporary Caregiver Insurance Act: Insights from a Survey of Employers*. Retrieved 7 January 2019 from U.S. Department of Labor website: [https://www.dol.gov/asp/evaluation/completed-studies/AssessingRhodeIslandTemporaryCaregiverInsuranceAct\\_InsightsFromSurveyOfEmployers.pdf](https://www.dol.gov/asp/evaluation/completed-studies/AssessingRhodeIslandTemporaryCaregiverInsuranceAct_InsightsFromSurveyOfEmployers.pdf)

7 Redfoot, D., Feinberg, L., & Houser, A. (2013, August). *The Aging of the Baby Boom and the Growing Care Gap: A Look at Future Declines in the Availability of Family Caregivers*. AARP Public Policy Institute Publication. Retrieved 7 January 2019, from [http://www.aarp.org/content/dam/aarp/research/public\\_policy\\_institute/lc/2013/baby-boom-and-the-growing-care-gap-insight-AARP-ppi-ltc.pdf](http://www.aarp.org/content/dam/aarp/research/public_policy_institute/lc/2013/baby-boom-and-the-growing-care-gap-insight-AARP-ppi-ltc.pdf)

8 Klerman, J. A., Daley, K., Pozniak, A. (2012, September 7). *Family and Medical Leave in 2012: Technical Report* (Exhibit 4.4.1, p. 70). Abt Associates Publication. Retrieved 7 January 2019, from <https://www.dol.gov/asp/evaluation/fmla/fmla-2012-technical-report.pdf>

9 National Alliance for Caregiving. (2015, June). *Caregiving in the U.S.* National Alliance for Caregiving and AARP Public Policy Institute Publication. Retrieved 7 January 2019, from [http://www.caregiving.org/wp-content/uploads/2015/05/2015\\_CaregivingintheUS\\_Final-Report-June-4\\_WEB.pdf](http://www.caregiving.org/wp-content/uploads/2015/05/2015_CaregivingintheUS_Final-Report-June-4_WEB.pdf)

10 Ramchand, R., Tanielian, T., Fisher, M. P., Vaughan, C. A., Trail, T. E., Batka, C.,... Ghosh-Dastidar, B. (2014). *Hidden Heroes: America's Military Caregivers* (Figure 3.8). Retrieved 7 January 2019 from RAND Corporation website: <http://www.rand.org/health/projects/military-caregivers.html>

11 Gomby, D. S., & Pei, D. (2009). *Newborn Family Leave: Effects on Children, Parents, and Business*. David and Lucile Packard Foundation Publication. Retrieved 7 January 2019, from <http://paidfamilyleave.org/pdf/NebwornFamilyLeave.pdf>

- 
- 12 Heymann, J., Sprague, A. R., Nandi, A., Earle, A., Batra, P., Schickedanz, A.,.... Raub, A. (2017). Paid parental leave and family wellbeing in the sustainable development era. *Public Health Reviews*, 38(21). Retrieved 7 January 2019, from [https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5810022/pdf/40985\\_2017\\_Article\\_67.pdf](https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5810022/pdf/40985_2017_Article_67.pdf)
- 13 Heymann, J. (2001, October 15). *The Widening Gap: Why America's Working Families Are in Jeopardy—and What Can Be Done About It*. New York, NY: Basic Books.
- 14 Heymann, J., & Earle, A. (2010). *Raising the global floor: dismantling the myth that we can't afford good working conditions for everyone*. Stanford, CA.: Stanford Politics and Policy.
- 15 See e.g., Institute of Medicine. (2008, April 11). *Retooling for an Aging America: Building the Health Care Workforce*, 254. Retrieved 7 January 2019, from <http://www.nationalacademies.org/hmd/reports/2008/retooling-for-an-aging-america-building-the-health-care-workforce.aspx>; Arbaje, A. I., Wolff, J. L., Yu, Q., Powe, N. R., Anderson, G. F., Boulton, C. (2008, August). Postdischarge Environmental and Socioeconomic Factors and the Likelihood of Early Hospital Readmission Among Community-Dwelling Medicare Beneficiaries. *The Gerontologist*, 48(4), 495-504. Retrieved 7 January 2019, from <https://www.ncbi.nlm.nih.gov/pubmed/18728299>
- 16 Arora, K., & Wolf, D. A. (2017, November 3). Does Paid Family Leave Reduce Nursing Home Use? The California Experience. *Journal of Policy Analysis and Management*, 37(1), 38-62. Retrieved 7 January 2019, from <https://onlinelibrary.wiley.com/doi/abs/10.1002/pam.22038>
- 17 Biegel, D.E., Katz-Saltzman, S., Meeks, D., Brown, S., & Tracy, E.M. (2010). Predictors of Depressive Symptomatology in Family Caregivers of Women With Substance Use Disorders or Co-Occurring Substance Use and Mental Disorders. *Journal of Family Social Work*, 13(2), 25-44. Retrieved 7 January 2019, from <https://www.ncbi.nlm.nih.gov/pubmed/20216914>
- 18 Boushey, H., & Glynn, S. J. (2012, November 16). *There Are Significant Business Costs to Replacing Employees*. Retrieved 7 January 2019 from Center for American Progress website: <http://www.americanprogress.org/wp-content/uploads/2012/11/CostofTurnover.pdf>
- 19 See note 4.
- 20 Ibid.
- 21 Main Street Alliance. (2017). *National Paid Family and Medical Leave: A Proposal for Small Business Success*. Retrieved 7 January 2019, from [https://d3n8a8pro7vnm.cloudfront.net/mainstreetalliance/pages/10/attachments/original/1486411533/PFML\\_2017\\_Report.pdf?1486411533](https://d3n8a8pro7vnm.cloudfront.net/mainstreetalliance/pages/10/attachments/original/1486411533/PFML_2017_Report.pdf?1486411533)
- 22 Lake Research Partners. (2017, February). Polling commissioned by Small Business Majority and Center for American Progress. Retrieved 7 January 2019, from <http://www.smallbusinessmajority.org/sites/default/files/research-reports/033017-paid-leave-poll.pdf>
- 23 Perry Udem Research and Bellwether Consulting. (2018, October). *Voters' Views on Paid Family + Medical Leave*. Retrieved 7 January 2019, from <http://www.nationalpartnership.org/our-work/resources/workplace/paid-leave/voters-views-on-paid-family-medical-leave-survey-findings-august-2018.pdf>
- 24 Lake Research Partners and MomsRising.org (2018, February). Interested Parties Memo on Key Findings from Recent Qualitative Research. Retrieved 7 January 2019, from [https://s3.amazonaws.com/s3.momsrising.org/images/MomsRising\\_LPR\\_Interested\\_Parties\\_memo\\_on\\_paid\\_leave.pdf](https://s3.amazonaws.com/s3.momsrising.org/images/MomsRising_LPR_Interested_Parties_memo_on_paid_leave.pdf)