

Organizations Endorsing the Family And Medical Insurance Leave (FAMILY) Act

FEBRUARY 2017

The following endorsements reflect the broad and diverse support for the Family And Medical Insurance Leave (FAMILY) Act (H.R.947/S.337). The FAMILY Act would create an affordable, comprehensive federal paid family and medical leave program to help working people and their families address serious health and caregiving needs without risking their financial security.

The following organizations endorse the FAMILY Act:

- ▶ 1,000 Days
- ▶ 9to5, National Association of Working Women
- ▶ 9to5 California
- ▶ 9to5 Colorado
- ▶ 9to5 Georgia
- ▶ 9to5 Wisconsin
- ▶ A Better Balance
- ▶ Academic Pediatric Association
- ▶ American Academy of Pediatrics
- ▶ American Association of University Women (AAUW)
- ▶ American Federation of Labor and Congress of Industrial Organizations (AFL-CIO)
- ▶ American Federation of Teachers (AFT)
- ▶ American Pediatric Society
- ▶ American Psychological Association
- ▶ American Public Health Association American Sustainable Business Council (ASBC)
- ▶ Association of Medical School Pediatric Department Chairs
- ▶ Black Women's Roundtable
- ▶ Caring Across Generations
- ▶ Caring Economy Campaign
- ▶ Center for American Progress (CAP)
- ▶ Center for Law and Social Policy (CLASP)
- ▶ Common Sense Kids Action
- ▶ Communications Workers of America (CWA)
- ▶ Faith in Public Life
- ▶ Family Equality Council
- ▶ Family Values @ Work
- ▶ Human Rights Campaign
- ▶ Interfaith Worker Justice
- ▶ Jewish Women International (JWI)
- ▶ Jobs With Justice
- ▶ Labor Project for Working Families
- ▶ Leadership Conference on Civil and Human Rights
- ▶ Main Street Alliance
- ▶ Make It Work
- ▶ Mi Familia Vota
- ▶ MomsRising
- ▶ National Association for the Advancement of Colored People (NAACP)
- ▶ National Council of Jewish Women
- ▶ National Hispanic Council on Aging (NHCOA)
- ▶ National Partnership for Women & Families
- ▶ National Women's Law Center
- ▶ NETWORK Lobby For Catholic Social Justice
- ▶ Pediatric Policy Council
- ▶ PICO National Network
- ▶ PL+US
- ▶ Service Employees International Union (SEIU)
- ▶ Small Business Majority
- ▶ Society for Pediatric Research
- ▶ United Food and Commercial Workers International Union (UFCW)
- ▶ United States Breastfeeding Committee
- ▶ Young Invincibles
- ▶ YWCA USA
- ▶ ZERO TO THREE

STATEMENTS FROM LEADERS OF SELECT SUPPORTING ORGANIZATIONS

1,000 DAYS

“In the United States, too many parents are forced to choose between the jobs they need and the families they love,” said Lucy Sullivan, Executive Director of 1000 Days. “Without guaranteed paid time off from work, 1 in 4 women return to work just 10 days after giving birth and 40% of women do not reach their breastfeeding goals. Yet evidence shows that paid leave contributes to healthier outcomes for children and their families. Parents need time to bond with their babies. Moms need time to recover from childbirth. And mom and baby need time to establish breastfeeding, which is proven to have significant health benefits for both women and children. The United States is the only industrialized country in the world without a national paid leave policy. America’s families deserve better and our children deserve the strongest start to life. We applaud Representative DeLauro and Senator Gillibrand, along with their Congressional colleagues, for standing up for health and economic security of all American families by introducing the FAMILY Act.”

9to5, NATIONAL ASSOCIATION OF WORKING WOMEN

“9to5 members and others in low-wage jobs are least likely to have paid family and medical leave at work. Working women are most impacted, as we are the primary caregivers of children and elders in the U.S. Our country needs a paid family and medical leave policy that covers all workers, provides for the full scope of medical reasons why people need paid leave, and provides enough time and wage replacement so all of us have the time we need to care for our own health and for family members and the pay we need to make ends meet while we do. That policy is the FAMILY Act, and 9to5 thanks and congratulates Rep. DeLauro and Sen. Gillibrand for re-introducing this critical legislation to support working families,” says Linda Meric, Executive Director of 9to5, National Association of Working Women.

A BETTER BALANCE

“A Better Balance applauds Senator Gillibrand and our leaders in Congress for re-introducing the FAMILY Act. The FAMILY will make it possible for all American workers to care for new children and seriously ill family members,” said Dina Bakst and Sherry Leiwant, co-presidents of A Better Balance. “We believe a family leave social insurance program, like the one we fought so hard to pass in New York State, is the best way to support families, insure the health of infants and elders and allow caregivers to remain connected to the workforce. We urge Congress to put aside partisan concerns and vote to pass this law, which will provide critical help to families when they need it the most.”

AMERICAN ACADEMY OF PEDIATRICS

Fernando Stein, MD, FAAP, President of the American Academy of Pediatrics said, “Scientific research makes clear that children benefit when parents have paid leave to care for them in the crucial weeks following birth or when they are recovering from serious illness. The FAMILY Act is important legislation that would create a paid family and medical leave insurance program offering major benefits to our nation's children and families. Children can thrive when they are able to spend time with their parents during this important developmental period.”

AMERICAN ASSOCIATION OF UNIVERSITY WOMEN (AAUW)

“AAUW applauds Senator Gillibrand and Representative DeLauro for their leadership in re-introducing the FAMILY Act, legislation AAUW enthusiastically supports”, said AAUW Vice President of Government Relations and Advocacy Lisa Maatz. “The United States is still one of the few developed nations that does not guarantee paid annual leave, paid time off for illness or family care, or paid parental leave. It’s about time we get with the program. If the United States wants to continue being globally competitive, we need a productive and healthy workforce. That can’t happen without policies like the FAMILY Act,” noted Maatz.

AMERICAN FEDERATION OF TEACHERS (AFT)

“American workers should never have to choose between keeping their jobs and caring for a newborn baby, an ill family member or their own health. And yet, millions of Americans make that choice every day because paid leave is the exception, not the rule. The FAMILY Act creates the means to make paid leave affordable for employers and allows employees to balance their family responsibilities with their professional obligations. We are grateful for Rep. Rosa DeLauro and Sen. Kirsten Gillibrand’s leadership on this issue and urge their colleagues to join them in supporting this important legislation,” said Randi Weingarten, President, American Federation of Teachers.

AMERICAN PSYCHOLOGICAL ASSOCIATION

“The American Psychological Association wholeheartedly supports the FAMILY Act,” said Antonio Puente, President, American Psychological Association. “Many Americans must care for newborns, elderly relatives or sick family members without pay. I speak from personal experience as my wife is disabled. Taking time off from work to care for family members can push lower-income Americans into poverty. Poverty, in turn, is associated with stress, depression and other harm to mental health. The ability to take maternity leave is associated with improved early childhood health and development. The health of our nation begins with the health of our families.”

AMERICAN PUBLIC HEALTH ASSOCIATION

The U.S. falls behind many other developed countries when it comes to providing paid family and medical leave, and is the only developed country that does not require employers to provide paid sick leave. “Ensuring access to paid family and medical leave is vital to strengthening the well-being of our workers and their families, especially low-income workers who can least afford to take unpaid time away from work to recover from a serious illness or care for a seriously ill family member get sick,” said American Public Health Association Executive Director Georges Benjamin, MD. The Association is a strong supporter of the Family and Medical Insurance Leave Act of 2017, which would create a national family and medical leave insurance program.

AMERICAN SUSTAINABLE BUSINESS COUNCIL (ASBC)

“The FAMILY Act is a critical piece of legislation that would help businesses and employees alike,” says David Levine, CEO & President of the American Sustainable Business Council. “The benefits to productivity and the financial bottom line are well known. This legislation reduces the cost by spreading it through an insurance plan. We no longer have to choose between what is good for business versus what is good for workers. That’s why businesses big and small support the bill and want to see Congress approve it.”

BLACK WOMEN'S ROUNDTABLE

“The FAMILY Act creates an important and much needed safety net for Black women and their families. Taking time off for surgery, stepping into the role of caregiving, or having a baby, are all difficult life-altering situations for all workers. But for some, these situations result in the impossible choice between a paycheck and the family they love,” said Melanie L. Campbell, Convener, Black Women's Roundtable. “This is especially true for Black women who are the sole breadwinners in 71 percent of Black households. As baby boomers retire and need care, family members will comprise an even greater share of the caring infrastructure for our nation. I applaud the sponsors for their foresight and commitment to helping families.”

CARING ACROSS GENERATIONS AND JOBS WITH JUSTICE

“The FAMILY Act is a step in the right direction. Caregivers, whether paid or unpaid, are the backbone of how our loved ones are able to be cared for in their homes. Families need more support, not less. A social insurance benefit program that provides partial wage replacement and job protections from on-the-job retaliation when family members are called on to help support a loved one not only makes it easier for us to do the care that we want to do for our family, but it helps us continue to pursue a sound economic future,” said Sarita Gupta, Co-Director of Caring Across Generations and Executive Director of Jobs With Justice.

CENTER FOR AMERICAN PROGRESS

“The FAMILY Act is the next step in the fight to create modern workplaces responsive to the needs of working families. The Family and Medical Leave Act broke new ground by providing workers with unpaid leave for family or medical care more than twenty years ago. But decades later, work-family policies have not progressed,” said Neera Tanden, President and CEO of the Center for American Progress. “Too many workers cannot afford unpaid time away from work or have no leave altogether. The FAMILY Act is a commonsense proposal to create a national paid family and medical leave program so that workers can care for a new child, a seriously ill family member, or themselves and remain economically stable. It is long overdue. If we say we value families, it's time to enact paid family and medical leave and pass the FAMILY Act.”

CENTER FOR LAW AND SOCIAL POLICY (CLASP)

“Paid family and medical leave is essential to the well-being of families and children. The FAMILY Act is important for all workers and particularly game-changing for low-income workers and workers of color, who are disproportionately likely to lack paid leave. Evidence from state programs clearly shows that public policies establishing paid leave programs help to erode racial inequities and lift up working families,” said Olivia Golden, Executive Director, Center for Law and Social Policy (CLASP).

COMMON SENSE KIDS ACTION

“Even though a few states and an increasing number of businesses across the country are recognizing the importance of offering paid leave to their employees, the scattershot approach leaves the vast majority of working Americans without guaranteed time off to care for a new child or sick family member. We need to pass paid family and medical leave legislation to help ensure that all children get the right start in life, to strengthen family

bonds, and to help improve the chances that all children can succeed,” said James P. Steyer, CEO and Founder, Common Sense Kids.

COMMUNICATIONS WORKERS OF AMERICA (CWA)

“The Communications Workers of America applauds Senator Kristen Gillibrand and Rep. Rosa DeLauro for introducing the FAMILY Act – a critical piece of legislation that provides all working families with the ability to care for themselves or their close family in the event they fall ill or have a child,” said Shane Larson, National Legislative Director for the Communications Workers of America (CWA). “CWA fights hard to bargain contracts that ensure adequate leave for our members so they have the means and flexibility to care for themselves or their family. Adequate family leave is not something that should be left to the bargaining table and many workers today do not even have that ability. The FAMILY Act would finally bring the US in line with every other industrialized country by providing access to paid leave to all workers.”

FAITH IN PUBLIC LIFE

Rev. Jennifer Butler, CEO of Faith in Public Life said, “As a pastor and a mom, I believe we have a moral responsibility to ensure that every American worker has paid family and medical leave, no matter where they live or work or the kind of job they have. Few American workers can afford to lose even a couple of hours of pay to recover from illness or to take a child to the doctor, and fewer still can afford to lose their jobs. That’s not right. Politicians talk a lot about family values. They can walk the walk by passing the Family and Medical Insurance Leave (FAMILY) Act, which helps ensure that no American is forced to choose between their job and the health of their family.”

FAMILY EQUALITY COUNCIL

“Family Equality Council applauds Senator Kirsten Gillibrand and Representative Rosa DeLauro for reintroducing the Family and Medical Insurance Leave (FAMILY) Act in the 115th Congress. Astonishingly, just 14% of working people have paid family leave through their employers to care for a new child or sick family member – and fewer than 40% have access to an employer-provided disability program to address a serious health condition of their own. Low-wage workers have even lower rates of access. Because LGBTQ people and same-sex couples raising children are more likely to be economically disadvantaged than non-LGBTQ workers, they are more likely to live paycheck-to-paycheck, leaving their families extremely vulnerable should they need time off to welcome a new child or care for themselves or a family member with a serious illness. The FAMILY Act, with its inclusive definition of family – would provide workers with up to 12 weeks of paid family and medical leave per year. Passage of this bill would provide critically important benefits to all working families, including those headed by LGBTQ parents.”

FAMILY VALUES @ WORK

“The FAMILY Act will help our nation ensure that family values don’t end at the workplace door,” said Ellen Bravo, Co-Executive Director of Family Values @ Work. “We all have a stake in providing a healthy start for children. Those who aren’t parents have parents or partners or other loved ones who may need care, or may themselves need time to heal. Sen. Gillibrand and Rep. DeLauro’s bill establishes a social insurance plan that makes care affordable and accessible for all who need it. We cannot afford the high cost of doing

nothing. FAMILY will bring a wide range of intended consequences, enhancing the well-being of individuals, families, businesses and the nation.”

HUMAN RIGHTS CAMPAIGN

“Far too often American workers are forced to choose between the health and well-being of their families and financial stability; because taking paid leave is simply not an option. The FAMILY Act will provide great peace of mind to all families, including LGBTQ families, whether it's a transgender father taking the time to be with his newly adopted child or an older lesbian seeking to care for her partner with cancer. The Human Rights Campaign applauds Representative DeLauro and Senator Gillibrand for reintroducing the FAMILY Act, important legislation that will strengthen American families, and in turn its businesses,” said David Stacy, Government Affairs Director at the Human Rights Campaign.

INTERFAITH WORKER JUSTICE

“Interfaith Worker Justice recognizes the need for the Family and Medical Insurance Act (FAMILY Act) and supports its enactment into law,” said Laura Barrett, Executive Director, Interfaith Worker Justice. “Just 14 percent of the workforce has paid family leave through their employers, and less than 40 percent has personal medical leave through an employer-provided short-term disability program. That's bad for workers, bad for families, bad for businesses, and bad for the economy. Parents shouldn't have to choose between their jobs and taking care of a sick family member or welcoming a new child. Cash-strapped families shouldn't have to lose pay when illness strikes. This important legislation would provide working people with up to 12 weeks of partially paid leave from their jobs to address urgent family and medical needs. The FAMILY Act would create an affordable and self-sustaining national paid leave program for working people everywhere. As people of faith, acting on shared principles of justice, dignity, and respect that are found in America's diverse religious communities, we know that this comprehensive legislation would advance the right of working people to care for themselves and their families. We urge your support.”

JEWISH WOMEN INTERNATIONAL (JWI)

“JWI thanks our leaders in Congress for reintroducing the FAMILY Act. We know that paid family leave is key to the economic security of women and families. The FAMILY Act would allow millions of working women to take needed time off for family caregiving, without jeopardizing their employment or ability to support their families. A federal paid family leave program would create better health outcomes for mothers and babies, increased workforce stability for employers, and represent a leap towards a healthy, safe, and strong future for all women and girls.”

LABOR PROJECT FOR WORKING FAMILIES

“For generations, unions led the fight for treating pregnancies like other disabilities and making sure that workers have time to care for themselves and their loved ones. Many have won paid leave in their collective bargaining agreements and in public policy. But the only way to guarantee affordable family and medical leave for all workers is a social insurance fund like FAMILY Act. The FAMILY will ensure that all workers can take time to welcome a new child, recover from illness or care for a seriously ill loved one. Our

families, and our economy stand to gain by passage of the FAMILY Act,” said Carol Joyner, Director, Labor Project for Working Families.

LEADERSHIP CONFERENCE ON CIVIL AND HUMAN RIGHTS

Nancy Zirkin, Executive Vice-President, The Leadership Conference on Civil and Human Rights, said, “Many workers, both women and men, face the dilemma between the need to take time off to care for a new child or ill family member or deal with their own medical issues and the loss of their income. The FAMILY Act would ease this dilemma by providing needed income and job protections. This is especially important for women of color, who are over-represented in part-time and low-wage jobs that generally lack access to paid family and medical leave.”

MAIN STREET ALLIANCE

“Main Street Alliance leaders from across the country worked together to create a Paid Family and Medical Leave (PFML) proposal for small business success which included recommendations that were incorporated into the FAMILY Act. A nationally administered paid family and medical leave program would enable small businesses to compete on a level playing field with larger employers; reduce costs associated with turnover; provide an important safety net for business owners themselves; and support the local economy,” said Amanda Ballantyne, National Director of Main Street Alliance. “The FAMILY Act is the type of legislation we need to keep pace with the needs of today’s workforce while benefitting small business owners.”

MAKE IT WORK

“With a current administration that appears to want to reverse American progress and take us back to the dark ages, we’re pleased to see leaders in Congress stand up on behalf of equality, caregiving and love by introducing the FAMILY Act,” said Vivien Labaton, Co-Founder and Co-Director of Make It Work. “While President Trump wooed women’s votes by paying lip service to the issue of maternity leave for birth mothers, members of Congress are showing true commitment and real action with their proposal for a comprehensive paid family and medical leave bill, which would put a stop to our broken system that forces millions of workers to choose between earning a living and being there for family. We applaud Senator Gillibrand and Congresswoman DeLauro for making American families a priority.”

MOMSRISING

“Details matter. Moms know this. Dads know this. Caregivers know this. The details matter when we’re talking about paid family and medical leave. We need a national paid family and medical leave policy that reflects the many dimensions of our families and lives, is accessible, affordable, inclusive and has a meaningful amount of leave. That’s why we commend Sen. Kirsten Gillibrand and Rep. Rose DeLauro for reintroducing the FAMILY (Family and Medical Insurance Leave) Act, and for championing it again this year,” said Kristin Rowe-Finkbeiner, MomsRising executive director and CEO. “The FAMILY Act is a win-win-win. It’s good for families, it’s good for businesses, and it’s good for our national economy – and Congress should move quickly to pass it!”

NATIONAL COUNCIL OF JEWISH WOMEN

Nancy K. Kaufman, CEO, National Council of Jewish Women said, “The National Council of Jewish Women applauds the reintroduction of the Family and Medical Insurance Leave Act, or FAMILY Act. Our country is facing a family and medical leave crisis — only 40 percent of the workforce has access to personal medical leave, and only 14 percent has access to paid family leave. This lack of leave falls hardest on women, including single mothers, women of color, and low-wage earners. The FAMILY Act would create a comprehensive paid family and medical leave program, allowing women to care for themselves and their families without jeopardizing their economic security.”

NATIONAL HISPANIC COUNCIL ON AGING (NHCOA)

“NHCOA believes in a paid family and medical leave initiative not only because it is a good public health policy, but because it’s common sense. When workers can stay home, care for themselves or a loved one while earning wages, everyone benefits. Paid family leave policies enable workers to recover from a serious illness or care for a family member, like an aging parent, with a serious health condition,” said Dr. Yanira Cruz, NHCOA President and CEO. “The FAMILY Act would keep Hispanic workers from having to choose between caring for their own health or the health of a loved one and financial stability. Hispanic families have a large percentage of older adults, and a paid leave policy would also allow Hispanic workers to take time off to care for their parents. NHCOA calls on members of the Congress to support the FAMILY Act as a policy that would strengthen families and the future of our nation.”

NATIONAL PARTNERSHIP FOR WOMEN & FAMILIES

“The FAMILY Act is the affordable, comprehensive paid family and medical leave plan the United States needs,” said Debra L. Ness, president of the National Partnership for Women & Families. “It is simply unacceptable that millions of Americans work hard every day, yet are one birth, accident or illness away from financial devastation because our public policies fail to provide paid leave. Most other countries and a handful of U.S. states have figured it out, and businesses of all sizes understand the benefits. Lawmakers who claim to value families need to take a hard look at what our nation’s paid leave crisis is costing workers and their families, businesses and the economy and commit to a strong, tested national policy like the FAMILY Act. America’s working families cannot — and will not — settle for less.”

NATIONAL WOMEN’S LAW CENTER

“The FAMILY Act should be an urgent priority for both sides of the aisle since it would boost the health and economic security of women and their families. It’s outrageous that millions of women workers—especially those working low-wage jobs—lack the critical support of paid leave,” said Emily J. Martin, National Women’s Law Center General Counsel and Vice President for Workplace Justice. “If this bill is passed, workers will no longer face the terrible choice between taking care of themselves and their family members, or losing their pay. We applaud Representative DeLauro and Senator Gillibrand for initiating a commonsense solution that the reality of workers’ lives demands.”

NETWORK LOBBY FOR CATHOLIC SOCIAL JUSTICE

“Workers are struggling every day to make the choice between pay for a day’s work and taking care of themselves or a family member. This is unjust and immoral,” said Sister

Simone Campbell, SSS, Executive Director of NETWORK Lobby for Catholic Social Justice. “The FAMILY Act is a doable, just, and desperately needed solution for all working families, and the U.S. should be ashamed that we are the only wealthy nation that does not offer paid maternity leave or paid medical leave for serious illnesses. Congress must keep up with the realities of 21st century working families; it is time to address our unfair and outdated workplace policies. As a Catholic Sister, I know that passage of the FAMILY Act is the faithful way forward for people of faith and for our nation.”

PEDIATRIC POLICY COUNCIL *

“From higher rates of vaccination to increased breastfeeding to improved maternal mental health, the evidence is clear: paid leave has essential benefits for children and parents in the early weeks and months of life. Research also shows that when children become seriously ill, having a parent there to care for them can have a marked effect on recovery. Yet, just 14 percent of civilian U.S. workers have access to paid family leave. The FAMILY Act offers a solution that would go a long way to improving the health of our nation’s children.” – Paul Chung, MD, MS, Chair, Pediatric Policy Council

** The Pediatric Policy Council is a consortium representing the Academic Pediatric Association, the American Pediatric Society, the Association of Medical School Pediatric Department Chairs and the Society for Pediatric Research.*

PICO NATIONAL NETWORK

Bishop Dwayne Royster of PICO National Network said, “A moral society is one that puts families first. The FAMILY Act would do exactly this, by ensuring that working people who need to care for a seriously ill family member are able to meet their caregiving responsibilities without facing potentially dire financial consequences. There is no more important investment we can make as a nation than guaranteeing that our young children, our aging parents and grandparents, and our sick loved ones receive the care and attention they need and deserve. Congress should pass the FAMILY Act immediately.”

PL+US

“There is a caregiving crisis in this country and paid family leave is the solution. Every politician who says they believe in strong families should be loudly fighting for a national paid leave insurance program, and yet shockingly few of them do. The representatives re-introducing the FAMILY Act today are showing true leadership and compassion for the millions of people who have to choose between their livelihood and being there to care for a new child or a dying parent,” said Katie Bethel, Founder and Executive Director of PL+US.

SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)

“The FAMILY Act would give working families the tools they need to stay in the workforce, care for their loved ones and address their own health issues when they need extra support the most,” said Mary Kay Henry, International President of Service Employees International Union (SEIU). “The American people are fed up with an economic and political system that's rigged against them, and chief among their grievances is being forced to choose between their job and their family’s well-being or their own health. SEIU's two million members applaud Senator Gillibrand and Representative DeLauro for their leadership on this issue and are proud to support this common sense legislation.”

SMALL BUSINESS MAJORITY

“Strong family leave policies help level the playing field between small businesses that want to offer this benefit but can’t, and their larger counterparts that can,” said John Arensmeyer, Founder and CEO of the Small Business Majority. “Small employers know robust family leave policies create a happier and more productive staff, which in turn leads to increased productivity. Many small business owners think of their employees as family, so it’s no surprise they support policies like Senator Gillibrand’s FAMILY Act that enable them to foster a happier workforce while protecting their workers and their bottom line.”

UNITED FOOD AND COMMERCIAL WORKERS INTERNATIONAL UNION (UFCW)

“Every hard-working man and woman deserves time to spend with loved ones because they’ve earned it,” said UFCW International President Marc Perrone. “This is not a special benefit or a luxury that should be afforded to the wealthiest few. This is the right thing to do for everyone who works hard and sacrifices to better their lives. For decades, UFCW and other unions have negotiated paid family leave into our union contracts. The FAMILY Act will ensure every American can have the paid time they’ve earned without fear of falling behind on their bills. We thank Senator Gillibrand and Representative DeLauro for introducing it and urge their colleagues to pass it.”

UNITED STATES BREASTFEEDING COMMITTEE

Jeanette Crenshaw, Chair of the U.S. Breastfeeding Committee, said, “When employed women have access to longer maternity leave, breastfeeding is easier. Providing access to paid family leave will improve health outcomes, save health care dollars, and help move the United States closer to achieving our Healthy People 2020 public health goals for breastfeeding initiation, exclusivity, and duration. Based on a recent study, the U.S. could prevent more than 3,300 deaths and save \$3 billion in healthcare costs and \$14.2 billion in costs of premature death each year if 90% of U.S. infants were breastfed according to American Academy of Pediatrics and American College of Obstetricians and Gynecologists recommendations. Unfortunately, taking maternity leave isn’t an option for many families. The FAMILY Act will make paid family leave a reality for employees and allow them to meet their caregiving goals. Stand with the U.S. Breastfeeding Committee in support of the FAMILY Act.”

YOUNG INVINCIBLES

“At a time when 1 in 5 Millennial parents is in poverty and many others are struggling to gain an economic foothold, a national paid family and medical leave program, like the one the FAMILY Act would create, would make a significant difference for our generation,” said Jen Mishory, Executive Director of Young Invincibles. “The FAMILY Act would provide much-needed support for the growing number of Millennials who find themselves facing caregiving responsibilities for both young children and aging parents. Young Invincibles applauds Sen. Gillibrand and Rep. DeLauro for reintroducing this critical legislation.”

YWCA USA

“Paid family and medical leave should not be a luxury for the select few. Common and important aspects of life like having a baby, caring for a sick family member, or recovering from an illness should not push families into economic distress. Women of color in particular, who are less likely to have access to leave and more likely to be impacted by a

broad wage gap, cannot wait any longer for the FAMILY Act,” said Catherine Beane, Vice President for Public Policy and Advocacy at YWCA USA.

ZERO TO THREE

“It’s time to expand paid family leave across all states to give employees – and babies – the best chance for success,” said Matthew Melmed, Executive Director, ZERO TO THREE.

“We’re grateful to Senator Gillibrand and Representative DeLauro for introducing the FAMILY Act because paid family leave has proven to assist with the healthy development of babies, as well as our economy – both now and in the future.”