

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.¹ 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.² 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.³ 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.⁴ In New Jersey, the program's costs have been lower than expected and public attitudes toward the program are favorable.⁵ 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.⁶

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 2050.⁷ 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.⁸ 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.⁹ The majority of military caregivers – and more than three-quarters of caregivers for post-9/11 wounded warriors – are also in the labor force.¹⁰

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,¹¹ and their children are more likely to be breastfed, receive medical check-ups and get critical immunizations.¹² When children are seriously ill, the presence of a parent shortens a child's hospital stay by 31 percent;¹³ active parental involvement in a child's hospital care may head off future health problems, especially for children with chronic health conditions,¹⁴ 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.¹⁵ Early research has found that California's paid leave program reduced nursing home utilization.¹⁶ 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.¹⁷

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 salary¹⁸ – 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.¹⁹ Small businesses reported even more positive or neutral outcomes than larger businesses.²⁰ 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.²¹ This is part of the reason that 70 percent of small businesses surveyed nationwide support the FAMILY Act approach of shared payroll deductions.²² 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.²³ Additional qualitative research shows voters prefer a national plan that covers all family relationships and includes employment protections.²⁴

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
Labor & Employment Committee of the National Lawyers Guild
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
Planned Parenthood Federation of America
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 Auto Workers (UAW)
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 Chapter

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 Chapter
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
POWER-PAC Illinois, a project of COFI
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 Chapter
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- Missouri Chapter
Coalition of Labor Union Women- St. Louis Metro Chapter
Communities Creating Opportunity
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 Chapter
Coalition of Labor Union Women- New Jersey State Chapter
Committee of Interns and Residents / SEIU
CWA Local 1036
Family Voices NJ
Gloucester County NAACP
Heath 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- New York State Chapter
Coalition of Labor Union Women- Rochester-Finger Lakes Chapter
Coalition of Labor Union Women- Western New York Chapter
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 Chapter
Coalition of Labor Union Women- Ohio State Chapter
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
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 Chapter
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 Chapter
Coalition of Labor Union Women- Neshaminy-Bucks County Chapter
Coalition of Labor Union Women- Southwest PA Chapter
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
United Steelworkers Local 3657
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 Chapter
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>

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