

The Family And Medical Insurance Leave (FAMILY) Act

116th Congress

PROBLEM

At some point, virtually all working people will need time away from a job to meet caregiving responsibilities or recover from a serious illness or injury, but access to paid family and medical leave that would enable them to do so without risking their financial security is rare.

Despite policy advances at the state level and new or expanded company policies, **just 17 percent of working people have paid family leave** through their employers to care for a new child or sick family member – and **fewer than 40 percent have personal medical leave**

through an employer-provided disability program to address their own serious health condition.¹ Workers who are paid low wages have even lower rates of access, and the gaps between higher and lower-wage workers have grown wider in recent years.

SOLUTION

All working people need access to paid family and medical leave, no matter where they live or work or the kind of job they hold. The Family And Medical Insurance Leave (FAMILY) Act (H.R. 1185/S. 463) would **create an affordable, comprehensive national paid family and medical leave insurance program** that would provide all workers with access to paid leave to care for a new child or seriously ill or injured family member, or to address their own serious health issue or circumstances related to a service member's deployment.

Key Elements

- ▶ **The FAMILY Act – which is modeled on successful state programs – would provide working people with up to 12 weeks of partially paid time away from their jobs to address the serious family and medical needs that virtually all workers will experience at some point in their lives.**
 - ▶ The FAMILY Act would allow working people to take partially paid time away from work to address their own serious medical condition, including pregnancy and recovery from childbirth; the birth or adoption of a new child; the serious health condition of a child, parent, spouse or domestic partner; and/or certain military caregiving and leave needs.

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- ▶ [KEY ELEMENTS](#)
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- ▶ **The FAMILY Act would create a self-sustaining national paid leave program that’s affordable for employees, employers and the government.**
 - ▶ The program the FAMILY Act would create would be funded through minimal employee and employer contributions – two cents per \$10 in wages, or less than \$2.00 per week for a typical worker – and administered through a new Office of Paid Family and Medical Leave within the Social Security Administration.
 - ▶ Contributions to the fund would cover both the cost of leave and administration.
- ▶ **The FAMILY Act would ensure that all workers have access to a meaningful portion of their regular wages so they can manage their health and caregiving responsibilities while still meeting their basic financial needs.**
 - ▶ Working people who take leave through the FAMILY Act program would receive 66 percent of their monthly wages, up to a capped amount of \$4,000 per month.
- ▶ **Under the FAMILY Act, people would be protected from negative employment consequences – such as discrimination or retaliation – when they need leave.**
 - ▶ The FAMILY Act would explicitly prohibit employers from discriminating against or firing a worker who has applied for, expressed intent to apply for, or has taken paid family and medical leave under the law.
- ▶ **The FAMILY Act would recognize the diversity of families and their needs.**
 - ▶ Couples in a “committed relationship” – including domestic partners – would have paid family leave protections. Workers who need time away from their jobs to care for a domestic partner or a partner’s child – in addition to providing care for a spouse, parent, or biological or adopted child – would be able to do so.

Public Support

- ▶ **A national paid family and medical leave program like the FAMILY Act has strong support from voters across party lines.²**
 - ▶ Eight in 10 voters support a comprehensive, inclusive, sustainably funded national paid family and medical leave law modeled on the FAMILY Act, including 74 percent of Republicans, 83 percent of independents and 94 percent of Democrats, in a nationally representative survey.
 - ▶ When asked to rank four paid leave proposals, voters across party lines rated the FAMILY Act model the top choice, above harmful alternatives such as employer tax credits, individual savings accounts and a limited parental-leave-only program.
- ▶ **Voters are willing to contribute to a national paid family and medical leave fund.³**
 - ▶ 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 1 percent of their wages, or one cent for every dollar earned, which is much more than the FAMILY Act would actually cost.
 - ▶ Eight in 10 voters support raising new revenue to pay for a national paid family and medical leave program.

▶ **Voters expect to use and benefit from a national paid family and medical leave program.⁴**

- ▶ Seven in 10 voters say they would personally expect to be helped by a national paid family and medical leave program or couldn't rule out the personal value of a program to them.
- ▶ Among voters who could see potential personal benefit, nearly two-thirds (65 percent) thought they would use the program to care for an older, ill, injured or disabled family member; half thought they would use it to care for their own serious health issue and nearly four in 10 thought they would use to care for a new baby or newly adopted child.

Talking Points and Call Script

Use these key points and script for calls and other communication with Congress. Be sure to note your full name and affiliation (i.e., constituent in a particular state, business leader, professor, organization, etc.) and provide your contact information in all outreach.

TALKING POINTS: THE NEED AND DEMAND FOR NATIONAL PAID LEAVE

The need for time to care is universal. Nearly every working person will someday welcome a new child, deal with their own serious health issue or need to provide care to a seriously ill, injured or disabled loved one.

- ▶ Parents should be able bond with their new children without worrying about losing a job or risking their families' economic security.
- ▶ Some new mothers without access to paid family leave don't even have a full week to heal and recover from childbirth before they have to return to work.
- ▶ When people are diagnosed with serious illnesses or seriously injured, their spouses or partners shouldn't have to choose between keeping food on the table and their loved one's health and well-being.
- ▶ When an elderly parent falls ill, adult children should not have to worry about meeting their own living expenses or saving for their futures if they need to take time away from work to help with recovery or hospice care.
- ▶ When a person is diagnosed with a serious illness or has a serious accident, the last thing that person should have to worry about is rent or mortgage payments.

Yet most people do not have the security they need to take time away from their jobs. Millions of people are forced to choose between putting food on their table and paying their bills or being there for their baby's first smile or a loved one's last breath.

- ▶ Just 17 percent of the workforce has paid family leave through their employers and less than 40 percent has personal medical leave through an employer-provided disability program.⁵
- ▶ Nearly one quarter of mothers overall are back at work within two weeks of giving birth.⁶ Studies have found that three out of four men in professional jobs returned to work in one week or less after their most recent child was born, and nearly 60 percent

of low-income fathers reported taking zero weeks of paid leave after the birth or adoption of a child.⁷

- ▶ American families lose nearly \$21 billion in lost wages because they have no paid leave or inadequate paid leave.⁸
- ▶ Older workers who leave the workforce to care for an aging parent lose more than \$300,000 in income and retirement savings.⁹
- ▶ Even unpaid leave under the Family and Medical Leave Act is inaccessible for 62 percent of working people because they are either not eligible or cannot afford to take unpaid time away from work.¹⁰
- ▶ More than 6 in 10 voters (66 percent) say they would face serious financial hardship if they had to take up to a few months of unpaid leave for family or medical reasons.¹¹

Working families in the United States want a federal paid family and medical leave law.

- ▶ The fact that cities and states are increasingly considering and passing paid leave laws makes it clear that people want lawmakers to take action on the United States' paid leave problem. But access to paid leave shouldn't be based on geography.
 - ▶ Four states already have successful paid leave programs: California (since 2004), New Jersey (since 2009), Rhode Island (since 2014) and New York (since 2018). Washington, D.C., and Washington state have passed paid leave laws that will take effect in 2020, and Massachusetts passed a paid leave law that will take effect in 2021. Many of these laws had bipartisan support.
 - ▶ Cities and counties across the country, including in states like Ohio, Missouri, North Carolina and Florida, are adopting paid leave policies for public employees to address some caregiving needs.
- ▶ Before the 2018 midterm elections, eight in 10 voters said that it was important for a Congressional candidate to support a national paid family and medical leave policy, including 72 percent of Republicans, 77 percent of independents and 95 percent of Democrats.¹²
- ▶ Seven in 10 voters said that they would be more likely to vote for a candidate who publicly supported a national paid family and medical leave program.
- ▶ During the 2018 elections, a record number of candidates included paid leave in their campaign platforms, and those who did were more likely to win.¹³

The FAMILY Act is the only paid leave proposal that reflects the full needs of working families, now and in the future.

- ▶ Any paid leave plan must be:
 - ▶ Inclusive of all working people;
 - ▶ Comprehensive enough to address working people's needs, including family caregiving, personal health needs, child bonding and military caregiving;
 - ▶ Meaningful in duration of leave;
 - ▶ Sustainably funded without harming other essential programs;
 - ▶ Secure so workers are protected from employer retaliation.

SAMPLE CALL SCRIPT FOR CONGRESSIONAL OUTREACH

- ▶ My name is _____. I am [note City/State Name if applicable and affiliation].
- ▶ I'm calling today to ask [Rep. X/Sen. X] to co-sponsor the Family And Medical Insurance Leave Act (the FAMILY Act), which will soon be introduced in the 116th Congress by Representative DeLauro and Senator Gillibrand.
- ▶ The FAMILY Act would create an affordable, inclusive, comprehensive national paid family and medical leave program.
 - ▶ It would help meet the needs of new parents and people with serious personal or family health issues. It is important that a paid leave plan be equal for people of any gender and cover all these reasons, and no less.
 - ▶ The FAMILY Act is modeled after paid leave programs that are already working well in California, New Jersey, New York and Rhode Island. Evidence shows that paid leave works – it's not only good for workers and their families; it's good for businesses' bottom lines.
 - ▶ All working people need access to paid family and medical leave, no matter where they live or work or the kind of job they have.
- ▶ Access to paid family and medical leave really matters to [me/the people I'm representing/my community] because [key reason or tell your own or a member's/supporter's personal story].
- ▶ Please ask [Rep. X/Sen. X] to co-sponsor this bill and to push for swift and thorough committee action.
 - ▶ If the staff member expresses concerns or has questions about the bill and you aren't sure how to answer, note that you'll get back to them. Contact Michelle McGrain (mmcgrain@nationalpartnership.org), who can help you respond.
 - ▶ Please send relevant feedback and questions from the congressional office to Michelle. This important information will help the coalition continue to work strategically to advance the bill.
- ▶ I will call back to see what [Rep. X's/Sen. X's] decision is. Thank you for your time.
 - ▶ Be sure to follow up within a week. Consistent contact is an effective way to demonstrate that you take this issue seriously.

Members of Congress who would like to become co-sponsors of the Family And Medical Insurance Leave (FAMILY) Act, should contact:

Keith Castaldo

General Counsel
Office of Sen. Kirsten Gillibrand
Keith_Castaldo@gillibrand.senate.gov
202-224-4451

Liz Albertine

Legislative Director
Office of Rep. Rosa DeLauro
Elizabeth.Albertine@mail.house.gov
202-225-3661

Letters to the Editor Templates

Please consider working with your organization’s members and supporters to submit letters to the editor (LTEs) – or submit your own – to raise awareness of the need for paid family and medical leave, specifically the FAMILY Act.

If the article you want to respond to doesn’t specifically mention paid leave or the FAMILY Act, you may still be able to raise the issue. Look for connections between the article’s content or theme and paid leave, including through key words and phrases that can help you pivot.

Before submitting an LTE, know your specific outlet’s submission guidelines, especially maximum length (usually no more than 250 – 300 words) and the contact information you are required to provide. An LTE is not the best place for a nuanced policy argument or list of facts. Instead, keep it simple.

GENERAL

Dear Editor,

[Article Reference] from [Date]: Hardworking people throughout [City/State Name] and across the country are just one accident, diagnosis or new child away from financial hardship or devastation because they do not have access to paid family and medical leave. This urgent problem threatens our families, our community and our economy.

Fortunately, there is federal legislation, modeled after successful programs in California, New Jersey, New York and Rhode Island, that would help. The Family And Medical Insurance Leave (FAMILY) Act would establish a national paid leave insurance program to guarantee workers some pay when they need time to recover from their own serious illness or care for a new child or a sick family member.

Evidence from state programs shows that paid leave has a positive effect on families’ financial stability, children’s health, and businesses’ bottom lines, while reducing use of public assistance programs. And eight in 10 voters – across party lines – support national paid family and medical leave that would cover all working people.

[State’s] congressional delegation [or specific member of Congress] should stand up for [City/State Name]’s working families, businesses and the local economy by supporting the FAMILY Act.

Sincerely,

[Name; Address; City, State; Phone Number; Email Address]

Word count: Approx. 193

WORKING ACROSS PARTY LINES

Dear Editor,

[Article Reference] from [Date]: It may seem like our country is more divided than ever. But voters across party lines do agree on one thing: Our country needs to adopt a national paid family and medical leave program.

Right now just 17 percent of working people have access to paid family leave through their jobs, and less than 40 percent have paid medical leave. That means in the event of a cancer diagnosis, a child in the ICU or a parent developing dementia, people face impossible choices between caring for themselves and their loved ones, or staying on the job to keep food on the table.

Eight in 10 voters – including three-quarters of Republicans and independents, and nearly 90 percent of Democrats – support a national paid family and medical leave program that would cover all people who work. And the president and members of Congress from both major parties have named paid leave a priority.

We need an affordable, inclusive national paid leave program that covers the full range of caregiving and serious health needs that most families have.

The Family And Medical Insurance Leave (FAMILY) Act would do just that. The FAMILY Act would guarantee workers some pay when they need leave to care for a new child or seriously ill loved one, or to recover from their own serious illness or condition.

It's high time the president and Congress, including [state delegation/specific member], work together to support and pass the FAMILY Act.

Sincerely,

[Name; Address; City, State; Phone Number; Email Address]

Word count: Approx. 245

FAMILY VALUES

Dear Editor,

I read with interest [Article Reference] from [Date]. It is astounding to hear public figures talk about the issues that matter to them – from family values to strengthening our economy and standing up for [City/State Name] residents – while failing to mention paid family and medical leave.

Millions of people across the country, including in [City/State Name], lack access to paid family and medical leave to care for a new child or family member or to recover from a serious illness. Two-thirds of 2018 voters say they would face serious financial hardship if they had to take a few months of unpaid leave for illness or family caregiving. This is an urgent problem that affects all of us.

The Family And Medical Insurance Leave (FAMILY) Act, which is currently before Congress, is the solution we need. The FAMILY Act would establish an affordable, comprehensive national paid leave insurance program to guarantee workers some pay when they need family or medical leave. It is a common sense proposal, modeled on programs that are working well in California, New Jersey, New York and Rhode Island.

If our elected leaders, including those representing [State Name], really care about what is best for our families, communities, businesses and economy, they should prioritize policies like the FAMILY Act.

Sincerely,

[Name; Address; City, State; Phone Number; Email Address]

Word count: Approx. 214

BUSINESS OWNER/EMPLOYER*

Dear Editor,

[Article Reference] from [Date]: As a [business owner/employer] in [City/State Name], it's important to me that our local economy thrives. This means ensuring that businesses are profitable and consumers have money in their pockets. A national paid family and medical leave insurance program would help on both fronts. That's why, like a growing number of [businesses/employers], [business name/I] supports the Family And Medical Insurance Leave (FAMILY) Act, which is currently before Congress.

The FAMILY Act would enable workers to take time to recover from a serious illness or care for a family member without losing all of their income. Employers like me know that supporting employees through both tough and joyous times creates a loyal, happy and productive workforce. And when workers in our communities aren't faced with financial collapse at critical times in their lives, consumer demand remains stable.

Many employers know that offering paid leave is the right thing to do, but some worry about costs. The FAMILY Act's insurance model addresses this by enabling employers to provide a critical benefit through a public system, funded by very small employee and employer contributions. In fact, businesses in California and New Jersey, where similar programs exist, say paid leave boosts their bottom lines.

It's time for all employers, employees and communities to enjoy the benefits of paid leave. [State delegation/specific member of Congress] should stand with [City/State Name] employers by supporting the FAMILY Act.

Sincerely,

[Name; Title, Business Name; Address; City, State; Phone Number; Email Address]

Word count: Approx. 237

* Special thanks to CLASP for contributing to this template.

PARENT WITHOUT PAID LEAVE

Dear Editor,

[Article Reference] from [Date]: One of the first decisions I had to make as a new parent was also one of the hardest. That was the decision to keep my family afloat financially, or to care for my child at a critical time.

When my [child/son/daughter] was born, I was one of the 83 percent of workers without access to paid family leave through my employer. Despite doing everything we could to plan financially, without the income and job security paid leave provides during times of serious illness or when new children arrive, my family racked up debt just to cover basic expenses.

Stories like mine are all too common in [State Name] and across the country. In fact, two-thirds of 2018 voters say they would face serious financial hardship if they had to take a few months of unpaid leave for family caregiving or health needs. That's why I support the Family And Medical Insurance Leave (FAMILY) Act, currently before Congress.

The FAMILY Act would establish an affordable, comprehensive national paid family and medical leave insurance program. It would mean that having a baby or needing to take time to care for a seriously ill spouse or aging parent would no longer force people into debt and poverty, and it would help strengthen our economy from the bottom up.

[State congressional members] should stand up for [State Name] working families, businesses and the local economy by supporting the FAMILY Act.

Sincerely,

[Name; Address; City, State; Phone Number; Email Address]

Word count: Approx. 245

CHILD ADVOCATE

Dear Editor,

[Article Reference] from [Date]: It is well known that the first years of a child's life are crucial in determining success. And yet we are one of a handful of nations that do not guarantee paid leave to new mothers, and one of just a few economically competitive nations that do not guarantee it for new fathers. Only 17 percent of U.S. workers have access to paid family leave through their employers.

We know that paid leave benefits the well-being of children. Parents who take paid leave report that they were better able to care for a new child. Newborns whose mothers take 12 weeks of leave are more likely to be breastfed, receive regular checkups, and get critical immunizations. Paid parental leave also reduces infant mortality and produces better long-term health outcomes, especially for children with chronic health conditions.

If we care about kids, then we have to make sure their parents can take time to care for them without risking their families' economic security. That's why I support the federal Family And Medical Insurance Leave (FAMILY) Act, which is currently before Congress.

The FAMILY Act would establish an affordable, comprehensive national paid family and medical leave insurance program. It would mean that having a baby or needing to take time to care for a seriously ill family member would no longer force people into debt and poverty, and it would help strengthen our economy from the bottom up.

Sincerely,

[Name; Address; City, State; Phone Number; Email Address]

Word count: Approx. 236

CARGIVER FOR AGING PARENT WITHOUT PAID LEAVE

Dear Editor,

[Article Reference] from [Date]: I've been watching the national debate about paid leave and I'm thrilled to see the issue continuing to gain steam. But I'm also worried that family caregivers like me will be forgotten if the president and Congress advance a policy that only provides parental leave. To truly address our nation's paid leave crisis, we need a comprehensive program that applies to all workers and addresses the full range of caregiving responsibilities families have, including caring for a [dying/aging/sick] parent.

I'm one of the 83 percent of workers in this country without paid leave through my employer. I've also spent the last [number of days/months/years] caring for my [dying/aging/sick] [mother/father/mother-in-law/father-in-law]. I am increasingly faced with impossible choices. Do I focus on the needs of my [dying/aging/sick] [mother/father/mother-in-law/father-in-law] who needs more care every day, or do I abandon that responsibility so I can keep a roof over my family's head? No one should have to answer that question.

That's why I believe the Family And Medical Insurance Leave (FAMILY) Act, which is currently before Congress, is the policy our nation needs. The FAMILY Act – which is modeled after successful programs in California, Rhode Island, New York and New Jersey – would establish an affordable, comprehensive national paid leave insurance program to guarantee workers some pay when they need time to care for a new child, help an [aging/sick] parent, or recover from a serious illness of their own.

Access to paid leave shouldn't depend on where you live or winning the "boss lottery." I hope [state's congressional delegation/specific member of Congress] stands up for all working families and family caregivers by prioritizing the FAMILY Act.

Sincerely,

[Name; Address; City, State; Phone Number; Email Address]

Word count: Approx. 276

MEDICAL LEAVE

Dear Editor,

[Article Reference] from [Date]: I'm one of the 83 percent of U.S. workers without access to paid family and medical leave through my employer. So, when I was [diagnosed with illness/had a serious accident] – instead of focusing on my [recovery/treatment] – I wondered how I was going to pay the bills and keep my family afloat without any income.

No one should have to ask that question, yet there are countless people like me here in [State Name] and millions of people across the nation grappling with the same, dire dilemma. In fact, two-thirds of 2018 voters say they would face serious financial hardship if they had to take a few months of unpaid leave for family caregiving or health needs.

That's why I believe the Family And Medical Insurance Leave (FAMILY) Act, which is currently before Congress, is so vitally important. The FAMILY Act would establish an affordable, comprehensive national paid leave insurance program to guarantee workers some pay when they need time off to care for a new child, help a sick family member, or, like me, recover from a serious [illness or injury].

I urge [state's congressional delegation/or specific member of Congress] to stand up for all working people and their families by supporting the FAMILY Act.

Sincerely,

[Name; Address; City, State; Phone Number; Email Address]

Word count: Approx. 204

Letter From State and Local Leaders Template

[Date]

Dear [Member of Congress]:

As the [title (*example: executive director*)] of [Organization Name] in [State Name], I urge you to support the Family And Medical Insurance Leave (FAMILY) Act, which is currently before Congress. [Organization Name] represents [number of members or followers and/or demographics (*example: "thousands of working families"*)] in our state who are committed to advancing this critical, common sense policy.

People in [City/State Name], like working people all across the nation, have an acute need for paid family and medical leave when babies are born, children are adopted, loved ones fall seriously ill or face a serious injury, and when a serious personal medical issue arises. National survey data show that two-thirds of 2018 voters say they or their families would face financial hardship if they had to take up to a few months of unpaid time away from work in such a circumstance. A comprehensive national approach to paid family and medical leave would help tremendously.

For [Organization Name] and our [members/followers/constituents], paid family and medical leave is especially important because [insert one key fact about why your organization is invested in paid leave, or share a story about a worker in your state]. The FAMILY Act would address these challenges in a comprehensive, sustainable and responsible way. By guaranteeing workers access to up to 12 weeks of partially paid leave when specific family or medical needs arise, it would help [the people/community I serve] to meet their serious health and caregiving needs while still being able to make ends meet.

Current law, the Family and Medical Leave Act (FMLA) – the first and only federal law to help families manage their responsibilities at work with their health needs and the caregiving needs of their families – has been used more than 200 million times since its adoption more than 25 years ago. But the FMLA is not enough for most working people. Nearly 40 percent of America’s workers are ineligible for the law’s protections and millions more simply cannot afford to take leave without pay.

In fact, here in [State Name], [see chart on following page and enter appropriate number] working people either are not eligible for or can’t afford to take unpaid leave under the FMLA – that means too many [State Demonym (example: Californians)] are faced with an impossible choice between their own health or the care of a loved one and their financial security. This harms all of us.

But, America’s paid leave crisis has a clear solution: the FAMILY Act. I hope you’ll stand up for [State Name] families and workers across the country by supporting it today.

Thank you,

[Name
Title, Organization Name
Contact Information]

To become a co-sponsor of the Family And Medical Insurance Leave (FAMILY) Act, contact:

Keith Castaldo
General Counsel
Office of Sen. Kirsten Gillibrand
Keith_Castaldo@gillibrand.senate.gov
202-224-4451

Liz Albertine
Legislative Director
Office of Rep. Rosa DeLauro
Elizabeth.Albertine@mail.house.gov
202-225-3661

Working Adults Who Are Eligible For and Can Afford Unpaid Leave Under the Family and Medical Leave Act

Source: *DiversityDataKids.org*

United States	38%
Alabama	39.3%
Alaska	36.5%
Arizona	37.8%
Arkansas	34.6%
California	34.4%
Colorado	36.4%
Connecticut	40.6%
Delaware	42%
District of Columbia	47%
Florida	37.4%
Georgia	39.9%
Hawaii	39.2%
Idaho	28.6%
Illinois	40.1%
Indiana	37.2%
Iowa	39.3%
Kansas	37.2%
Kentucky	37%
Louisiana	35.2%
Maine	32.9%
Maryland	43.8%
Massachusetts	41.9%
Michigan	38.1%
Minnesota	40.6%
Mississippi	38%

Missouri	40%
Montana	28.1%
Nebraska	37.5%
Nevada	37.1%
New Hampshire	42.4%
New Jersey	40.1%
New Mexico	33.8%
New York	38.3%
North Carolina	36.2%
North Dakota	34.8%
Ohio	37.6%
Oklahoma	37.1%
Oregon	32.8%
Pennsylvania	40.9%
Rhode Island	38.8%
South Carolina	39.6%
South Dakota	31.7%
Tennessee	37.2%
Texas	38%
Utah	35.8%
Vermont	33.8%
Virginia	44.7%
Washington	37.1%
West Virginia	39.4%
Wisconsin	36.9%
Wyoming	33.9%

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 Perry Udem Research and Bellwether Consulting. (2018, October). *Voters' Views on Paid Family + Medical Leave*. Retrieved 16 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>

3 Ibid.

4 Ibid.

5 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>

6 Lerner, S. (2015, August 18). *The Real War on Families: Why the U.S. Needs Paid Leave Now*. Retrieved 7 January 2019 from In These Times website: <http://inthesetimes.com/article/18151/the-real-war-on-families>

7 Harrington, B., Van Deusen, F., & Humberd, B. (2011). *The New Dad: Caring, Committed and Conflicted*. Boston College Center for Work & Family Publication. Retrieved 1 June 2018, from http://www.bc.edu/content/dam/files/centers/cwf/research/publications/researchreports/The%20New%20Dad%202011_Caring%20Committed%20and%20Conflicted; Pragg, B., & Knoester, C. (2017). Parental Leave Use Among Disadvantaged Fathers. *Journal of Family Issues*, 38(8), 1157-1185.

8 Glynn, S. J. & Corley, D. (2016, September 22). *The Cost of Work-Family Policy Inaction: Quantifying the Costs Families Currently Face as a Result of Lacking U.S. Work-Family Policies*. Retrieved 18 January 2018 from Center for American Progress website: <https://www.americanprogress.org/issues/women/reports/2016/09/22/143877/the-cost-of-inaction/>

9 MetLife Mature Market Institute. (2011, June). *The MetLife Study of Caregiving Costs to Working Caregivers: Double Jeopardy for Baby Boomers Caring for Their Parents*. Retrieved 17 January 2019, from <https://www.caregiving.org/wp-content/uploads/2011/06/mmi-caregiving-costs-working-caregivers.pdf>

10 diversitydatakids.org. (2015). *Working Adults Who Are Eligible For and Can Afford FMLA Unpaid Leave (Share)*. Retrieved 7 February 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>; Workers are considered unable to take unpaid FMLA leave because they are either ineligible based on employer size or job tenure requirements or because 32.3 days of lost wages from unpaid leave would result in their family income dropping to or under 200 percent of the federal poverty level.

11 See note 1.

12 See note 1.

13 Shabo, V. (2018, November 16). *Memo to Interested Parties: 2018 Midterm Election Saw Candidates in Competitive Races Embrace Equal Pay, Paid Leave and Related Issues in Record Numbers – and Win*. Retrieved 22 January 2019 from National Partnership for Women & Families website: <http://www.nationalpartnership.org/our-work/resources/workplace/memo-2018-midterm-elections-saw-candidates-embrace-workplace-equity-issues-and-win.pdf>

The National Partnership for Women & Families is a nonprofit, nonpartisan advocacy group dedicated to promoting fairness in the workplace, access to quality health care and policies that help women and men meet the dual demands of work and family. More information is available at NationalPartnership.org.

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