On Feb. 5, 2018, the National Work and Family Coalition marked the 25th anniversary of the passage of the Family and Medical Leave Act. Please continue using the social media content below to highlight the importance of the FMLA and the need for a strong, comprehensive paid family and medical leave program throughout the year.

As the Family and Medical Leave Act (FMLA) turns 25 on Monday, Feb. 5, 2018, the country is in the midst of a long-overdue reckoning about equality and respect for women. To secure a future in which all women and people can live and work with dignity, we need policies that value women and care, including paid leave.

Real paid family and medical leave means busting stereotypes about jobs, family and care that hold women and working people back. It means recognizing that our businesses and economy are stronger when people can provide for themselves and their families. It means respecting the diversity of families and care needs. It means protecting the health and economic well-being of working people, families and communities.

Join us in demonstrating that this is more than a moment – it’s a movement for real change in how women are treated, and putting a national paid leave policy in place is essential to winning the fight. Share a story of what #paidleavemeans to you, reflect on the FMLA’s impact, and urge lawmakers to pass a real national paid family and medical leave law like the Family And Medical Insurance Leave (FAMILY) Act.
CO-SPONSORS

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<td>@aftunion</td>
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<td>@TheArcUS</td>
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<td>@APALANational</td>
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<td>@JewishWomenIntl</td>
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<tr>
<td>Legal Aid at Work</td>
<td>@LegalAidAtWork</td>
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<td>MomsRising, MamásConPoder</td>
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<td>@NCJW</td>
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<td>@nwlc</td>
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<td>@OhioWPPN</td>
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<td>@PaidLeaveUS</td>
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<td>@SmlBizMajority</td>
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<td>@stateinnovation</td>
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SAMPLE TWEETS

NATIONAL PARTNERSHIP FOR WOMEN & FAMILIES

Promotional

• The Family and Medical Leave Act (FMLA) has helped millions. Help honor its promise of a family friendly America: Voice your support for #paidleave on Feb. 5 using #FMLA25. Share what #paidleavemeans to you.

• The unpaid leave the FMLA provides has transformed our workplaces. But 25 years later, we need the #FAMILYAct and real #paidleave. Join us on Feb. 5 for a day of action and a tweet storm at 1 p.m. ET about what #paidleavemeans. #FMLA25

• #Paidleavemeans breaking down barriers to women’s equality in ways that benefit our whole country. Show your support for a real national plan by tweeting all day on Feb. 5 for #FMLA25 and joining the tweet storm at 1 p.m. ET.

• #Paidleavemeans valuing women and all working people while promoting gender equality. What does it mean to you? Share your thoughts on Feb. 5 and join the tweet storm at 1 p.m. ET. #FMLA25

• The Family and Medical Leave Act (FMLA) was signed 25 years ago on Monday! Join the tweet storm on Feb. 5 at 1 p.m. ET to celebrate #FMLA25 and call for the long overdue next step: real national #paidleave. #PaidLeaveMeans

Tweets

• The Family and Medical Leave Act (FMLA) was signed 25 years ago. It was an important step forward for America’s women and families, but #paidleavemeans fulfilling its promise of more equitable and family friendly workplaces. #FMLA25

• The FMLA has meant many workers can take needed time off without having to worry about losing their jobs or health insurance. But what would it mean if they didn’t have to risk financial insecurity? That’s what #paidleavemeans. #FMLA25

• There’s no doubt the FMLA has changed our workplaces. But 25 years and 200M+ uses later, workers and families still need #paidleave. Congress must support the #FAMILYAct! #FMLA25 #PaidLeaveMeans

• Twenty-five years after the FMLA was signed, people need #paidleave, and a national plan like the #FAMILYAct would benefit them and their families, businesses and the economy. #Paidleave means everybody wins. #FMLA25
• It’s time for paid family and medical leave in the United States. For everyone. Period. SupportPaidLeave.org #paidleave #FMLA25 #PaidLeaveMeans

• From the public to local officials to employers, there is strong and growing demand for #paidleave that promotes gender and economic equality and strengthens businesses and our economy. Congress must act. FMLA25 #PaidLeaveMeans

• Across the country, leaders like @usmayors have demonstrated they know what #paidleavemeans to their communities. Check out the organization’s resolution in support of national #paidleave and the FAMILYAct. FMLA25 https://www.usmayors.org/the-conference/resolutions/?category=a0F61000003rjQREAY&mee%20Meeting

• #Paidleavemeans being able to take time away from work to care for your health and family without worrying about losing your job. Use WeTweet.org/leave to tell Congress to support the FAMILYAct. FMLA25

• The FAMILYAct would guarantee #paidleave for moms and dads (and many others!). #Paidleavemeans shifting #caregiving norms and making workplaces more equitable and family friendly. FMLA25

• #Paidleavemeans access to needed time off no matter where you live or work. The FAMILYAct would set a national standard and advance the FMLA’s vision of more equitable and family friendly workplaces. FMLA25

• About 40% of the workforce isn’t eligible to take unpaid leave through the FMLA. It’s past time for a national #paidleave guarantee – the FAMILYAct. FMLA25 #PaidLeaveMeans

• For FMLA25 today, we’re talking about what #paidleavemeans to America’s workers and families. If you’ve taken #paidleave, what was your experience? If you don’t have access to paid leave, what would it mean to you?

• #Paidleavemeans changing how women are treated at work. A strong national standard is essential to winning a future in which all people can live and work with dignity and respect. #MeToo #TIMESUP FMLA25

• Tell your members of Congress what #paidleavemeans to you! Tweet now at WeTweet.org/FMLA25 to make your voice heard. FMLA25

• #Paidleavemeans fulfilling the promise of the Family and Medical Leave Act (FMLA): more equitable, family friendly workplaces for all! After 25 years, there’s a clear next step: the FAMILYAct! FMLA25
• America’s growing families need financial security when welcoming new children, whether it’s through birth, fostering or adoption. That’s what #paidleavemeans and why we’re sharing stories this #FMLA25.

• #Paidleavemeans the freedom to start a family if, when and how you choose. And it should be available to all women and working people, no matter where you live or work. #FMLA25

• #Paidleavemeans respecting the diversity of families and the spectrum of caregiving needs. It means changing #caregiving norms. It means challenging gender stereotypes. #FMLA25

• #Paidleavemeans more equal workplaces for everyone. It is past time to break down barriers to gender and economic equality with an inclusive national #paidleave plan. #FMLA25

• #Paidleavemeans all working people – no matter where they live or work – have #timetocare for their own health and their families. #FMLA25

• This #FMLA25, #paidleavemeans recognizing that America’s businesses and economy are stronger when working people can care and provide for themselves and their families while keeping their jobs.

• #Paidleavemeans protecting the health and economic well-being of working people, families, communities and our nation. What does it mean to you? Share your story today! #FMLA25

• This new analysis shows working people and families in every state urgently need a national #paidleave program this #FMLA25. It is past time. #PaidLeaveMeans NationalPartnership.org/PaidLeaveMeansMap

• Working families from coast to coast are caught between the demands of job and family – and it’s getting worse. Check out the data here. #FMLA25 #PaidLeaveMeans NationalPartnership.org/PaidLeaveMeansMap

• Want to know what #paidleavemeans in your state? Find out here. This #FMLA25, fulfilling the law’s promise of equitable and family friendly workplaces means #paidleave for all. NationalPartnership.org/PaidLeaveMeansMap

• These data show states are dealing with significant and growing demands for care. #Paidleavemeans people have time to care for their families and themselves. #FMLA25 NationalPartnership.org/PaidLeaveMeansMap

Shareable images
• Real #paidleavemeans a plan that checks all the boxes on the #PaidLeaveChecklist. The #FAMILYAct does that. It’s what the nation needs. #FMLA25

• It's past time for #paidleave and the #FAMILYAct — which checks all the boxes on the #PaidLeaveChecklist! #FMLA25 #PaidLeaveMeans

Download the gif here: npwf.info/PaidLeaveChecklist

Download the Spanish language version here.

Download images here.

Download this image here.
• As we recognize #FMLA25, it’s unacceptable that still just 15% of workers have paid family leave through their employers. Real #paidleavemeans access for all working people.

Download this image [here](#).

NATIONAL COUNCIL OF JEWISH WOMEN

• Caring for ourselves and our families is a Jewish value. Parents & caregivers need #paidleave! #FMLA25 #FAMILYAct #PaidLeaveMeans

• #PaidLeave helps us achieve Shalom Bayit, or peace in the home. #FMLA25 #PaidLeaveMeans

• Mazel tov on #FMLA25. It’s time to do more! #FAMILYAct #FMLA25 #PaidLeaveMeans

• Lack of #paidleave most harms women, people of color, & low-wage earners. We need the #FAMILYAct! #FMLA25 #PaidLeaveMeans

• #FAMILYAct would allow women to care for both their parents and their children – la’dor va’dor. #FMLA25 #PaidLeaveMeans

ZERO TO THREE

Download images [here](#).

• #PaidLeaveMeans public policies that promote time for #parents & caregivers to care for and bond with their infant, without jeopardizing the ability to pay for basic necessities! [http://bit.ly/2pYkez0](http://bit.ly/2pYkez0) #FMLA25

• #PaidLeaveMeans giving #babies a chance to discover the world thru experiences with their parents & caregivers because early relationships shape how a child learns & views the world. [https://www.zerotothree.org/policy-and-advocacy/paid-family-leave](https://www.zerotothree.org/policy-and-advocacy/paid-family-leave) #FMLA25
• It’s time for #Congress to build on what was started in 1993 with #FMLA & pass a comprehensive national paid leave program! 
https://www.zerotothree.org/resources/1955-paid-leave-is-a-must-for-hard-working-families @WhitneyPesek #FMLA25 #PaidLeaveMeans

• #PaidLeaveMeans time for parents to develop caring, consistent relationships that can mitigate the impact of stress and help to develop the foundations of a child’s ability to learn, to form positive relationships, and to exercise self-control. #FMLA25

• #PaidLeaveMeans time for parents to become a responsive caregiver through months of focused attention, establishing a pattern that will influence the child’s long-term cognitive, social, and emotional development. #FMLA25

• #PaidLeaveMeans time for #parents to identify & intervene in a variety of development difficulties. This time is especially important for babies born preterm & those who are sick or have disabilities. Early detection = most effectively interventions! #FMLA25

• #PaidLeaveMeans time for parents to attend to a child’s early medical needs so that the occurrence and length of childhood illnesses are reduced. #FMLA25

• #PaidLeaveMeans time for fathers to bond with baby. Studies show that fathers who take 2 or more weeks off after the birth of a child are more involved in that child’s direct care 9 mos after birth than those who no leave. 

• #PaidLeaveMeans means more involved fathers which promotes children’s educational attainment and emotional stability. 

• #PaidLeaveMeans time for moms to breastfeed, attend well-child visits medical visits & ensure their children receive all necessary vaccinations. DYK that the Surgeon General has recommended that #paidleave be offered to ALL working moms in order to promote breastfeeding? #FMLA25

• #PaidLeaveMeans greater productivity at work! Families with #paidleave can search for quality #childcare that really meets the unique needs of their families & leaves them able to focus on their work when they return! #FMLA25

• #PaidLeaveMeans healthier #mothers! Longer leave periods are associated with health benefits for new #moms, including declines in depressive symptoms, a
reduction in the likelihood of severe depression & improvement in overall health.  

- #PaidLeaveMeans saving babies’ lives. After reviewing family leave policies in 19 countries, researchers found that a 10-week extension in paid leave was predicted to decrease infant mortality in the year after birth by 2% overall, and by 6% in the first 2-12 mos of life.

- #PaidLeaveMeans fams are less stressed abt their ability to provide care. #Parents who use CA’s #paidleave prog report that leave has a positive effect on their ability to care for their new children. https://www.zerotothree.org/resources/204-the-child-development-case-for-a-national-paid-family-and-medical-leave-program #FMLA25

- #PaidLeaveMeans better health! RI #parents who use the state prog are much more likely to report better health, lower stress & a higher satisfaction with their ability to care for their new children compared to parents who do not use the program. https://www.zerotothree.org/resources/204-the-child-development-case-for-a-national-paid-family-and-medical-leave-program #FMLA25

- #PaidLeaveMeans our future workforce is well-nurtured & better equipped. Positive, consistent relationships during a child’s early years yield confident individuals who are better equipped for success in school and in life. https://www.zerotothree.org/resources/204-the-child-development-case-for-a-national-paid-family-and-medical-leave-program #FMLA25

**MOMSRISING**

Download images here.

*General #FMLA25 Tweets / Tweets generales*

- FACT: Nearly 1/2 of covered employees who need #FMLA don’t take it because they can’t afford to. #FAMILYAct would help more people get covered because it’s #PAIDleave! #FMLA25

- REALIDAD: Casi la mitad de los empleados cubiertos que necesitan #FMLA no la toman porque no pueden hacerlo. ¡#FAMILYAct ayudaría a cubrir a más personas porque es #paidleave! #FMLA25
• We all know someone battling #cancer. At these times, we can’t wait for #paidleave. We need it now, in order to take care of ourselves and each other. #FMLA25

• Todos conocemos a alguien que lucha contra el cáncer. No podemos esperar más por #paidleave. Lo necesitamos ahora para poder cuidar de nosotros mismos y cuidarnos mutuamente. #FMLA25

• 42% of mothers are the sole breadwinner for their family. Not having #paidleave means some mothers will miss work – and a paycheck – to care for loved ones. #FMLA25

• 42% de las madres son el único sustento de su familia. No tener #paidleave significa que algunas madres faltan al trabajo–y no cobran su sueldo–para cuidar a sus seres queridos. #FMLA25

• We all want to be there for loved ones when they get sick with a major illness like cancer. Having #PaidLeaveMeans you can care for the people who need you most without risking your financial security. WATCH VIDEO HERE: http://moms.ly/PFML118 #FMLA25 #paidleave

• Todos queremos estar allí para nuestros seres queridos cuando padecen enfermedades graves como cáncer. Tener #PaidLeaveMeans que puedes cuidar a las personas que más te necesitan sin arriesgar tu seguridad económica. Entérate cómo: http://moms.ly/PFML118 #FMLA25 #paidleave

• Care is care is care. Being there for family is what matters most & you shouldn’t have to give up a paycheck to do it. Congress needs to pass paid family and medical leave that is affordable, accessible & inclusive for all working people. http://moms.ly/PFML118 #paidleave #FMLA25

• Cuidar de alguien significa cuidar de alguien. Estar allí para tu familia es lo más importante y no debes tener que renunciar a tu sueldo para hacerlo. El Congreso debe aprobar permisos familiares y médicos pagados que sean económicos, accesibles e inclusivos para las personas que trabajan. http://moms.ly/PFML118 #paidleave #FMLA25

• A strong #paidleave policy goes beyond #FMLA and it must:
  --> Be Accessible
  --> Be Inclusive of All Family Structures
  --> Have Job Protection
  --> Be Affordable
  --> Have A Meaningful Length - at least 12 weeks
---> Be Funded
#FMLA25 #PaidLeaveMeans

- Una sólida política de #paidleave incluye mucho más que #FMLA y debe:
  --> Ser accesible
  --> Ser inclusiva de TODAS las estructuras familiares
  --> Ofrecer protección laboral
  --> Ser económica

- --> Ser de una duración significativa – por lo menos 12 semanas
  --> Tener financiamiento
#FMLA25 #PaidLeaveMeans

- #Paidleave access shouldn’t depend on where you live or work. We need a national standard. This #FMLA25, the #FAMILYAct is a key next step.

- El acceso a #Paidleave no debe depender de dónde vives o trabajas. Necesitamos un estándar nacional. Este #FMLA25, el #FAMILYAct es un importante próximo paso.

- The wage penalty for motherhood has not improved in 30 years. #PaidLeave would help close the #wagegap. #FMLA25 #PaidLeaveMeans

- La sanción salarial de la maternidad no ha mejorado en 30 años. #PaidLeave ayudaría a cerrar la #wagegap. #FMLA25 #PaidLeaveMeans

- Only 15% of working people have paid family leave through their employers. We need #paidleave that everyone can afford to take, esp. during hard times--you need to be with family without worrying about losing a paycheck

- Solo 15% de los trabajadores tienen permisos familiares pagados a través de sus empleadores. Necesitamos #paidleave que todos puedan usar, especialmente en momentos difíciles cuando debes estar con tu familia sin preocuparte de perder tu sueldo.

- Businesses are increasingly choosing to provide #paidleave because it's great for recruiting & retaining talented staff which is great for business! They're setting an example that others – and Congress – can't ignore! http://moms.ly/RebootFMLA #FMLA25

- Cada vez más, las empresas optan por proveer #paidleave porque es una buena forma de reclutar y retener personal talentoso, ¡lo que es bueno para el negocio! ¡Son un ejemplo que otros—y el Congreso—no deben ignorar! http://moms.ly/RebootFMLA #FMLA25
• One out of five retirees leaves the work force earlier than planned due to lack of #paidleave. FMLA is not enough, we need family and medical leave that’s paid. #FMLA25

• Uno de cada cinco jubilados sale de la fuerza laboral antes de lo anticipado por la falta de #paidleave. FMLA no es suficiente, necesitamos permisos familiares y médicos pagados. #FMLA25

**LGBTQ Families / Familias LGBTQ**

• Black and Latina LGBTQ women are more likely to be parents than their white counterparts. Not having #paidleave #paysickdays or #equalpay endangers families’ financial security. We need #paidleave now! #FMLA25 #OurFamiliesCount

• Hay más probabilidad de que las mujeres LGBTQ afroamericanas y latinas sean madres que sus semejantes blancas. No tener #paidleave #paysickdays o #equalpay pone en peligro la seguridad económica de las familias. ¡Necesitamos #paidleave now! #FMLA25 #OurFamiliesCount

• There is no single #LGBTQ experience, but our entire community can benefit from policies that boost family economic security like #paidleave! What’s your experience been with having or not having paid leave? [http://moms.ly/ShareYourPFLExp](http://moms.ly/ShareYourPFLExp) #FMLA25 #OurFamiliesCount

• No hay una sola experiencia #LGBTQ, pero toda la comunidad se beneficia con políticas que fomentan la seguridad económica familiar, ¡como #paidleave! ¿Cuál ha sido tu experiencia con tener o no tener permisos pagados? [http://moms.ly/ShareYourPFLExp](http://moms.ly/ShareYourPFLExp) #FMLA25 #OurFamiliesCount

• #PaidLeave for #LGBTQ moms is a key part of attaining #LGBTQ #MomsEqualPay. #FMLA25

• #PaidLeave para las mamas #LGBTQ es un elemento clave para lograr #LGBTQ #MomsEqualPay. #FMLA25

• To combat economic insecurity among #LGBTQ families, we need #paysickdays, #paidleave & #equalpay. #FMLA25 #OurFamiliesCount

• Para combatir la inseguridad económica entre las familias #LGBTQ, necesitamos #paysickdays, #paidleave & #equalpay. #FMLA25 #OurFamiliesCount

• Nearly half of #LGBTQ women under 50 are raising children and they need access to #paidleave & #paysickdays! Share your story about paid leave: [http://moms.ly/ShareYourPFLExp](http://moms.ly/ShareYourPFLExp) #FMLA25
• ¡Casi la mitad de las mujeres #LGBTQ menores de 50 años están criando hijos y necesitan acceso a #paidleave & #paysickdays! Comparte tu historia sobre permisos pagados en: http://moms.ly/ShareYourPFLExp #FMLA25

• Need guidance on #FMLA25? Check out @ABetterBalance’s ”What LGBT Families Should Know” resource here: http://bit.ly/2CqSh6g #OurFamiliesCount

• ¿Necesitas orientación sobre #FMLA25? Lee el recurso “Lo que deben saber las familias LGBTQ” de @ABetterBalance aquí: http://bit.ly/2CqSh6g #OurFamiliesCount

Lifting Up State Paid Leave Campaigns / Resaltando las campañas de permisos pagados de los estados

• #Hawaii’s working families need robust #paidleave: It needs to be ACCESSIBLE to all workers, offer a MEANINGFUL length of leave, be AFFORDABLE for workers, employers & the government, INCLUSIVE in defining family & offer job PROTECTION. #FMLA25 http://moms.ly/PFLinHI

• Las familias trabajadoras de #Hawaii necesitan sólidos #paidleave: Debe ser ACCESIBLE para todos los trabajadores, ser de una duración SIGNIFICATIVA, ser ECONÓMICAMENTE ACCESIBLE para los trabajadores, empleadores y el gobierno, INCLUSIVOS al definir lo que es una familia y ofrecer PROTECCIÓN laboral. #FMLA25 http://moms.ly/PFLinHI

• States are leading the way, w/ momentum building across the US for #paidleave. In 2017, over 20 states introduced some sort of paid family & medical leave insurance legislation. Add your story about #paidleave to this effort: http://moms.ly/ShareYourPFLExp #PFML25

• Los estados encabezan la marcha y el impulso por #paidleave sigue aumentando en EE. UU. En el 2017, más de 20 estados propusieron algún tipo de legislación relacionada con permisos familiares y médicos pagados. Añade tu historia sobre #paidleave a este esfuerzo: http://moms.ly/ShareYourPFLExp #PFML25

• The demand and support for #paidleave is robust and increasing each day as more cities and states take action. Congress needs to follow. http://moms.ly/RebootFMLA #FMLA25

• La demanda y el apoyo por #paidleave son significativos y aumentan cada día mientras más ciudades toman acciones. El Congreso debe hacer lo mismo. http://moms.ly/RebootFMLA #FMLA25
Without access to #paidleave, 1 in 4 mothers return to work within 10 days of giving birth. Learn more about the benefits of #PaidLeaveforPA at moms.ly/2mPZKpD #FMLA25

Sin acceso a #paidleave, 1 de cada 4 madres regresan al trabajo antes de que transcurran 10 días del parto. Conoce más sobre los beneficios de #PaidLeaveforPA en moms.ly/2mPZKpD #FMLA25

#PA State Report Shows 78% of Pennsylvanians strongly favor a statewide paid family leave program. Take action: http://moms.ly/PFLinPA. #PaidLeaveforPA #PaidLeave #FMLA25

Informe del estado de PA revela que 78% de los residentes apoyan significativamente un programa estatal de permisos familiares pagados. Toma acción: http://moms.ly/PFLinPA. #PaidLeaveforPA #PaidLeave #FMLA25

Tell #Colorado legislators to support The Colorado FAMILI Act. We need PAID family & medical leave so all people can care for their families w/o fear of losing their job or damaging their family's finances. http://action.momsrising.org/sign/FMLA25_CO/ #PaidLeave4CO #FMLA25 #paidleave

Diles a los legisladores de #Colorado que apoyen a la Ley FAMILI de Colorado. Necesitamos permisos familiares y médicos PAGADOS para que todas las personas pueden cuidar a sus familias sin el temor de perder su trabajo o afectar las finanzas familiares. http://action.momsrising.org/sign/FMLA25_CO/ #PaidLeave4CO #FMLA25 #paidleave

Last year, Washington State led the way with a major #paidleave victory! At #FMLA25, this is the MOMentum we need to see nationwide. https://www.momsrising.org/blog/breaking-we-just-won-paid-family-and-medical-leave-for-all-in-washington-state

El año pasado, el estado de Washington alcanzó una gran victoria de #paidleave! En #FMLA25, este es el impulso que necesitamos en toda la nación. https://www.momsrising.org/blog/breaking-we-just-won-paid-family-and-medical-leave-for-all-in-washington-state

In 2016, the #DC Council passed #PaidLeave4DC, but now we’re facing a serious #AttackonDCPaidLeave. On #FMLA25, protect #paidleave in DC! http://action.momsrising.org/sign/StopAttack_DCPaidLeave/
En el 2016, el #DC Council aprobó #PaidLeave4DC, pero ahora enfrentan un serio #AttackonDCPaidLeave. En #FMLA25, protege #paidleave en DC! [http://action.momsrising.org/sign/StopAttack_DCPaidLeave/]

New Hampshire made history this year with the state’s first positive vote on #PaidLeave! After 25 years of unpaid #FMLA, states and cities are ready to #LeadOnLeave. #FMLA25

New Hampshire hizo historia este año con el primer voto positivo en el estado por #PaidLeave! Después de 25 años de #FMLA no pagada, los estados y ciudades están listos para #LeadOnLeave. #FMLA25

Families are telling #Connecticut legislators: On the 25th anniversary of #FMLA, we need PAID family and medical leave so all people can care for their families without fear of losing their job or damaging their family’s finances. [http://action.momsrising.org/sign/FMLA25_CT] #PaidLeave #FMLA25

Nuestras familias están diciendo a los legisladores de #Connecticut: es el aniversario 25th del #FMLA y necesitamos #AusenciasPagadas para poder cuidar de nuestras familias y no tener que preocuparse de finanzas. [http://action.momsrising.org/sign/FMLA25_CT] #PaidLeave #FMLA25

Tell #Vermont lawmakers: families need comprehensive paid family and medical leave that ensures up to 12 weeks of #paidleave per year & covers all caregiving needs (not just new parents!) so all #VT families can thrive in today’s workplace & economy. [http://action.momsrising.org/sign/FMLA25_VT] #FMLA25

Dile a legisladores de #Vermont: nuestras familias necesitan #AuseciasPagadas maternidad y médicas que incluyan 12 semanas x año y que cubran gastos de cuidado para que todas las familias en #VT salgan adelante. [http://action.momsrising.org/sign/FMLA25_VT] #FMLA25
JEWISH WOMEN INTERNATIONAL (JWI)

- Emotional and physical abuse can severely impact a survivor’s ability to work. #Paidleavemeans survivors can access vital resources to aid in their healing process.

- #FMLA protects survivors of DV, allowing them to take time off for health-related issues. But not all families can afford unpaid leave.

- #Paidleavemeans that mothers can support the physical and mental health-related needs of their children impacted by domestic violence.

- Families impacted by intimate partner abuse deserve resources to address the ways trauma has negatively altered their lives. #Paidleavemeans they can access vital health-care services to address those needs. #FMLA25

- #FMLA increases accessibility of mental and physical health services to address the trauma faced by domestic violence survivors and their children.

A BETTER BALANCE

Download images here.

- 25 years ago the FMLA intended to help families balance work & caregiving needs, time to take the next step. #paidleave #FMLA25
  https://www.abetterbalance.org/making-paid-leave-work-for-every-family/

- #FMLA25 is a strong foundation and has been used more than 100 Million times, but many families cannot afford to take this unpaid leave.

- #FMLA25 was always intended as a 1st step. Innovative state and local laws offer key insights into the necessary national next steps. #paidleave

- States like #NewYork are showing that #FamilyLeaveWorks with innovative #paidleave programs to make leave accessible to more families. #FMLA25
  https://www.abetterbalance.org/family-leave-works-new-york/

- #FMLA25 was always intended as a 1st step. While federal progress has stalled, states are leading the way. https://www.abetterbalance.org/resources/paid-family-leave-laws-chart/

- This new report from @Abetterbalance A Foundation and A Blueprint: Building the Workplace Leave Laws We Need After #FMLA25 shows how state and local laws are drawing a roadmap for paid, job-protected leave that covers all workers and families.
  https://www.abetterbalance.org/resources/a-foundation-and-a-blueprint/
• As we recognize #FMLA25 we also lift up state laws are covering workers left out of the FMLA. More than 40% of American workers don’t qualify for leave under the FMLA.

• The definition of family in #FMLA25 is very limited and does not take into account the reality of many families, by excluding grandparents, adult children, and siblings, etc. #ourfamiliescount

• The FMLA covers workers who work for employers with more than 50 employees, and meet other qualifications. That leaves many workers unprotected. #FMLA25

• #FMLA25 protects workers taking time off for their health and their family's health. Do you know your rights? https://www.abetterbalance.org/resources/the-family-and-medical-leave-act/

• #FMLA25 means moms & dads, including adoptive, foster, and #LGBTQ parents can take leave to bond with their children. http://www.abetterbalance.org/resources/lgbtq-workers-and-the-fmla/

• Caring for an ill or injured #veteran? Know your #FMLA25 rights #HiddenHeroes http://www.abetterbalance.org/resources/the-fmla-veterans-military-families/

• The FMLA is a critical protection, but doesn't cover everyone- Know your rights. #FMLA25 http://www.abetterbalance.org/resources/fmla-factsheet/

• The FMLA excludes many #LGBTQ families with its narrow definition of family. #OurFamiliesCount #FMLA25: https://www.abetterbalance.org/our-campaigns/lgbtq-and-chosen-families/

• What should #LGBTQ families know about the #FMLA #FMLA25: http://www.abetterbalance.org/resources/lgbtq-workers-and-the-fmla/

• The FMLA was the 1st step. Now, America’s workers need the #FAMILYAct! An Overdue investment in our families #FMLA25 https://www.abetterbalance.org/resources/the-family-act/

AFT

• Too few Americans have real #paidleave. If so many other countries can have real paid leave, the USA can #PaidLeaveMeans! http://ampr.gs/2Gg139n #FMLA25

• Check out @BTUBaltimore president Marietta English’s blog on why we need real paid family leave: https://aftvoices.org/family-leave-it-must-work-for-everyone-7f4b63ed782a #FMLA25 #PaidLeaveMeans
• 🏛️@aftunion member Meghan Martin shares her story on why getting #paidleave right matters: [http://bit.ly/2rnAICA](http://bit.ly/2rnAICA) #FMLA25 #PaidLeaveMeans

• “The FAMILY Act would not be limited to new parents—a critical piece that the Trump administration ignores in its family leave proposal.” More from @aftunion: [http://bit.ly/2rnAICA](http://bit.ly/2rnAICA) #FLMA25 #PaidLeaveMeans


• Employer “flexibility” is NO substitute for #paidleave for all workers. #PaidLeaveMeans! #FAMILYAct

• Corporate tax cuts are no sub for #paidleave, all families need real paid leave #PaidLeaveMeans! #FAMILYAct

**SMALL BUSINESS MAJORITY**

• Our polling shows that 7 in 10 #smallbiz support creating family and medical programs. #FMLA25

• Check out this story from @WDTV5News on #smallbiz owner Dan Turner & the importance of supporting stronger national #paidleave policies. #FMLA25 [http://bit.ly/2rTHW1D](http://bit.ly/2rTHW1D)

• #Smallbiz owner Bob Szuter of @WolfsRidgeBrew on why #smallbiz supports paid family & medical leave programs: “Putting a paid leave policy in place would create a level playing field for businesses that want to offer paid leave by making the policy universal.” [http://bit.ly/2GD4ozr](http://bit.ly/2GD4ozr)

• #Smallbiz owners often think of employees like family. It’s not surprising then that 70% support stronger #paidleave policies. #FMLA25

• Small biz owners know that policies like #paidfamilyleave help retain productive workers, which is why they overwhelmingly favor federal proposals like the #FAMILYAct. #FMLA25

• #Smallbiz owner Joe Gidjunis of @jpgphotography on why #paidleave policies are good for #smallbiz: “Paid leave helps ensure that workers can be happy and healthy at work, because they don’t have to worry about what will happen if their child becomes sick or if a parent has a medical emergency.” [http://bit.ly/2DVkkeG](http://bit.ly/2DVkkeG)