

# PAID LEAVE for ALL



## A growing collaborative to win paid family and medical leave for all working people.

When it comes to work and family, people in the United States are united around a core belief: everyone should be able to take time to care for themselves or a loved one without risking their jobs or economic stability. Families and the nation are strongest when we all have time to heal from illness, to welcome a new child, to help a loved one recover or ease their passing.

Voters across the political spectrum overwhelmingly support a national paid family and medical leave policy that covers all working people. The majority of small business owners agree. So do a growing number of economists, health professionals, large employers and others.

Despite this consensus, only 20 percent of U.S. workers have access to paid family leave through an employer. More than 30 million lack access to a single paid sick day. A public health and economic crisis makes clear how this failure impacts every one of us. Research shows the limited emergency paid leave program passed by Congress prevents the spread of COVID-19, saves jobs, and saves lives. Paid leave is one of the most cost-effective tools to keep us safe, provide caregivers and families with relief, and bolster our collective recovery.

Paid leave for all was our mission before the pandemic. Now it is our mandate.

## Who We Are

The Paid Leave for All campaign is a growing collaborative of organizations working together to win inclusive paid family and medical leave for all working people. We launched in 2019 to provide the strategy and coordinated effort to turn this urgent need into political reality.

Our campaign is comprised of groups with powerful, diverse, and strategic field and communications capacity. We have advisory groups of experts, workers, and small business owners; leading policy experts; and a well-respected, cross-sector lobbying team. We have strong relationships with stakeholder groups and constituencies necessary to push this policy over the finish line. Together our groups:

- Won the Family Medical Leave Act (FMLA) in 1993.
- Secured paid leave victories in nine states plus the District of Columbia with bipartisan and business support.
- Lead in sector-defining research, analysis, and bold ideas.
- Built the field from the ground up with grassroots and digital reach in every state across the country.

## What We Want

Our goal is to enact comprehensive federal paid sick, family, and medical leave programs for all with bipartisan support by 2023. We support an inclusive program that provides meaningful leave with a progressive wage replacement, a longer duration of leave, more inclusive definitions of family, and job protection for all working people.



## How We Will Win

- Continued state victories with bipartisan support.
- Inside-outside advocacy targeting elected officials in both major political parties.
- Building a robust field program rooted in year-round organizing.
- Communications and storytelling: shifting the narrative on caregiving; growing awareness and action using digital, earned and paid media, and other creative tactics.
- Education, outreach, and engagement of key constituencies in health, aging, military families, racial justice, faith, business, women, children, labor, disability, and LGBTQ rights.
- Cutting-edge policy, research, and evidence.
- Presenting the strongest case for how paid leave will benefit families, make it easier for people to have and keep their jobs, increase consumer spending, lower turnover, and boost productivity.

## What We Believe

- **Collective and representative voices:** The most impacted constituencies—women, people of color, low-wage workers, immigrants—must have decision-making power. We reflect this in our Worker Advisory Group.
- **Transparency:** Coalition members share information—and resources—to meet goals.
- **Diversity, Equity, and Inclusion:** Our campaign staff and network of activists will reflect our communities, and will fight for policy provisions that make leave accessible and affordable for all.

## How We Work

A steering committee uses consensus to create policy priorities and strategy. A smaller executive team helps guide the work based on those decisions. Working groups—policy and research, communications, field, lobbying, and small business—help carry out the work with campaign staff.

Our team includes our director, field director, program coordinator, and operations associate.

## Why It Matters

Paid leave is critical to public health and economic recovery from COVID-19. It curbs the spread of illness, keeps more workers and caregivers attached to their jobs and their own benefits, provides support for small businesses, boosts consumer confidence, and keeps public spaces safer. We need a permanent program so we're prepared for the next crisis, whether global—or personal. This hole in our infrastructure could harm any one of us.

We can win significant improvements in the lives of all workers, while shifting beliefs about the possibility of winning change and the role of government—and advance racial, gender, and economic justice for all families.

**Steering Committee:** 9to5 | A Better Balance | American Sustainable Business Council | Black Women's Roundtable | Caring Across Generations | Center for American Progress | Center for Law and Social Policy | Center for Popular Democracy | Family Values @ Work | Jobs With Justice | Labor Project for Working Families | Main Street Alliance | MomsRising | NARAL Pro-Choice America | National Partnership for Women & Families | NAACP | Paid Leave US (PL+US) | Poder Latinx | ROC United | SEIU | The Arc of the United States | The Center for Economic and Policy Research | Time's Up | United for Respect | ZERO TO THREE