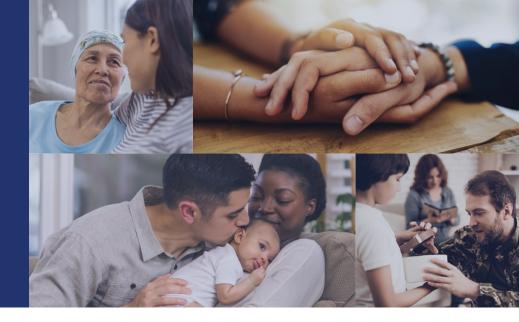# PAID LEAVE
for ALL

A New Collaborative is Driving a Win on Paid Family and Medical Leave

When it comes to work and family, people in the U.S. are united around a core belief: Everyone should be able to take time to care for themselves or a loved one without risking their job or paycheck. 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. Being there for family is what matters—no exceptions.

Despite this growing consensus, only 19 percent of U.S. workers have access to paid family leave through an employer and only 40 percent have access to short-term disability insurance. Nearly one in four employed mothers return to work within two weeks of giving birth and one in five retirees leave the workforce earlier than planned to care for an ill family member. Our current laws aren't keeping up with the needs of our families or a 21st century economy.

But this picture is beginning to change. Thanks to effective, innovative campaigning by broad and diverse coalitions, states across the country have begun passing paid family and medical leave policies, improving the programs with each new law. And momentum is growing for a federal law to guarantee all workers—no matter where they live or work or whom they love—have access to paid family and medical leave.

Voters across the political spectrum overwhelmingly support a national paid family and medical leave policy that covers all working people. Political leaders of all parties acknowledge the need for and value of paid leave. The majority of small business owners agree. Joining them are a growing number of experts, health professionals, large employers and others who say it's **time for paid leave for all**.

A new campaign, **Paid Leave for All**, will provide the strategy and coordinated effort to turn this urgent need into political reality.

Who We Are

The Paid Leave for All Campaign is a growing collaborative of organizations working together to win federal paid family and medical leave for all working people. Together our groups:

- Won the Family Medical Leave Act (FMLA) in 1993 which provides working people access to unpaid leave.
- Secured paid leave victories in eight states plus the District of Columbia with bipartisan and business support.
- Lead the field through bold ideas and sector-defining research.
- Mobilize low-income workers, women of color, small businesses and others who are too often excluded from policy decisions.

What We Want

To enact a comprehensive and inclusive federal paid family and medical leave program for all with bipartisan support by 2023.

What We Believe

- **Collective and representative voices:** A federal paid family and medical leave program must work for the most impacted constituencies—women, people of color, immigrants, and people with disabilities. Our campaign will be reflective of and accountable to these groups, who will be represented 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 advocates will reflect our nation and will fight for policy provisions that make leave accessible and affordable for all.

How We Will Win

- Continue leveraging state legislative victories with bipartisan support.

- Inside-outside field and advocacy targeting key elected officials and candidates in both major political parties.

- Storytelling and shifting the dominant narrative on caregiving using digital strategy and other tactics.

- Education, outreach, and engagement of key constituencies to show how paid leave strengthens all of us. These include leaders in the fields of health, aging, military families, racial justice, faith, business, women, children, labor, disability, and LGBTQ rights.

- Leading-edge policy, research, and evidence.

- Making the strongest case for how paid leave will benefit families, make it easier for people to have and keep their jobs, boost consumer spending, lower turnover, and boost productivity.

Why It Matters

We can win significant improvement in the lives of all workers, demonstrating big change is possible as we reconsider the future of work and the role of government—and advance racial, gender, and economic justice for all families across the nation.

www.PaidLeaveforAll.org

🐦 **@PaidLeaveforAll**