



ABOUT US

Paid Leave for All is the national campaign of organizations leading the fight for paid family and medical leave for all working people. We represent millions of workers, small businesses, caregivers, families, and advocates — the growing movement behind paid leave’s historic progress and passage in the U.S. House of Representatives.

This campaign leverages our groups’ policy expertise and research, partnerships and grassroots memberships in the field, and our communications tools to drive a win and finally enact a comprehensive federal paid family and medical leave program.

We launched in 2019 under the guidance of our director, our executive board members, and working committees across policy, legislative affairs, field, and communications. The cofounding executive board included leadership from A Better Balance, Black Women’s Roundtable, Caring Across Generations, Center for American Progress, Family Values @ Work, Main Street Alliance, MomsRising, and the National Partnership for Women & Families, and our campaign includes dozens of organizations across the country.

We are currently the only organization solely dedicated to advancing paid leave in the United States. We came within a vote of making paid leave federal law — and a win is within reach.

TOGETHER OUR GROUPS

- Won the Family Medical Leave Act (FMLA) in 1993 which provides working people access to unpaid leave.
- Worked with state coalitions to help secure paid leave victories in 13 states plus the District of Columbia — and counting — with bipartisan and business support.
- Lead the field through bold ideas and sector-defining research.
- Mobilize the workers and small businesses who are too often excluded from policy decisions.
- Secured the strongest proposals for a federal paid leave program in a Presidential budget ever.
- Won paid parental leave for 2.1 million federal employees with the passage of the Federal Employee Paid Parental Leave Act in 2019.
- Won the first-ever national paid sick days and paid family leave policies for COVID-related absences as part of the Families First Coronavirus Response Act (FFCRA) in 2020.
- Mobilized and organized stakeholders across the country during the Build Back Better negotiations and successfully passed paid family and medical leave in the U.S. House of Representatives for the first time in history.

WHY DO WE NEED PAID LEAVE FOR ALL?

We know families and the nation are strongest when we have the time and dignity to heal from illness or injury, to welcome a new child, or to help a loved one recover or ease their passing. Yet the U.S. is one of the only countries in the world without a national paid leave policy. We all have a stake in ensuring people do not spread illness when they are sick and recovering, that no one ever has to choose between their family and their paycheck. We need paid family and medical leave so that families and businesses are never scrambling for piecemeal solutions to life's challenges — and we know paid leave is a powerful tool for economic growth and public health.

Only 27 percent of U.S. workers have access to paid family leave through an employer and only 45 percent have access to short-term disability insurance. Nearly one in four employed mothers have returned to work within two weeks of giving birth and one in five retirees have left the workforce earlier than planned to care for an ill family member — and our caregiving needs will only grow. Our current laws aren't keeping up with the needs of our families or a 21st century economy.

It's time to change that. And we know that with other care policies, passing paid leave would yield millions of jobs, billions in wages, and hundreds of billions in economic activity. A supermajority of voters across the political spectrum support a national paid family and medical leave policy that covers all working people — a record 91 percent in recent polling.

A growing number of states have passed paid family and medical leave programs, and they're succeeding. Businesses and workers alike are enjoying the benefits. But every working person deserves the ability to care for themselves and their family without losing their livelihood, to enjoy life with their loved ones. Paid Leave for All was created to provide the strategy and coordinated effort to turn this urgent need into political reality.

What Did Not Having Paid Leave Cost You?

"MY SAVINGS ACCOUNT."

"MY SMALL BUSINESS."

"MY MENTAL HEALTH AND WELL-BEING."

"MY MILK SUPPLY."

"THE DECISION TO HAVE A SECOND CHILD."

"TIME WITH MY BABY IN THE NICU."

"TIME WITH MY FATHER WHEN HE WAS SICK."

"PROMOTIONS."

"MY CREDIT RECORD."

"MY MARRIAGE."

"IT COST ME EVERYTHING."

THE ECONOMIC CASE

We've done the research and have evidence from the states and private sector. **We know that a national paid leave program would increase labor force participation, increase productivity and profitability, reduce employee turnover, reduce poverty, and level the playing field for small businesses that can't afford to pay for leaves out of pocket.** Workers in states without paid leave lose more than \$34 billion each year in wages alone.

Meanwhile, studies show that every dollar in a federal paid leave program would put an additional \$.50 in the pockets of other workers through increased spending on goods and services — and that every \$1,000 spent on paid parental leave alone would generate \$7,275 to \$29,406 in net social benefits.

A national paid leave policy would benefit all of us. Join us and learn more at paidleaveforall.org.

**PAID
LEAVE
for ALL**