



PAID FAMILY LEAVE

WHAT IS IT?

Paid family or Medical Leave is an employee benefit that allows a worker to take a leave of absence for medical or familial reasons, such as caring for a newborn child or a sick family member, without losing their job or salary during the period of absence.

WHO HAS IT?

Paid Family Leave can be provided by an employer to its workers or mandated by law. Currently California, Rhode Island, New Jersey, and Washington State, are the only states with Paid Family Leave. The United States is the only industrialized country in the world without a national Paid Family Leave program. *(ABC News)* Currently, only 13% of the workforce in all of New England has access to Paid Family Leave. *(Mass Center for Budget and Policy)*

HAPPENING NOW:

"THE FAMILY AND MEDICAL LEAVE AND TEMPORARY DISABILITY INSURANCE PROGRAM ACT WILL MAKE EMPLOYEES ELIGIBLE FOR UP TO 12 WEEKS OF JOB-PROTECTED LEAVE TO RECOVER FROM A SERIOUS ILLNESS OR INJURY, TO CARE FOR A SERIOUSLY ILL OR INJURED FAMILY MEMBER, OR TO CARE FOR A NEWBORN, NEWLY ADOPTED, OR NEW FOSTER CHILD."

WHY IS IT IMPORTANT?

Paid Family Leave policies provide workers with stability and security in their jobs and families. It prevents them from falling into debt and financial hardship when starting a family or dealing with an illness, and the policy promotes economic and gender equality.

**TAKE
ACTION:**

1. Visit www.fairshot.com and **join our movement** by connecting with our **social media**, attending our events, and volunteering in your community.
2. Spread the word about PFL to your friends and coworkers. Ask politicians and businesses to make it a priority and adopt a policy.
3. **Hold meetings** with community members to discuss PFL and take action.
4. Use your social media to **share your story** and advocate for PFL. Write an op-ed for your local paper or for a blog.