



Please Support S.B. 1 and H.B. 5003: Paid Family and Medical Leave

No worker should face financial ruin when they need to take time off from work to care for an ill loved one, welcome a new baby, or recover from an illness.

Connecticut needs paid family and medical leave because:

FMLA doesn't work for most working families.

- The majority of workers are either ineligible or cannot afford to take unpaid leave provided by the federal Family and Medical Leave Act (FMLA).
- Just 17% workers - including just 6% of low-wage workers - have access to paid leave through their employer.

*Connecticut is now **surrounded** by states that have passed paid leave.*

- Rhode Island, New York, and New Jersey have passed and implemented successful paid leave programs. Massachusetts passed paid leave in July 2018.
- Similar legislation is also pending in Vermont, New Hampshire, and Maine.
- We must pass paid leave to stay competitive in our region, and attract and retain workers in Connecticut.

Paid leave is critical to economic and racial justice.

- Lack of paid leave disproportionately impacts workers of color, who are overrepresented in low-wage jobs that do not provide paid leave and, due to racial wealth and wage gaps, have fewer resources to absorb the financial impact of a family or personal medical issue.
- Access to paid parental leave is critical to the health of Black women, who face much higher rates of maternal mortality and complications from pregnancy.

Paid leave benefits Connecticut's economy and businesses.

- Without paid leave, workers fall behind on bills and medical expenses, and are more likely to file for bankruptcy, which negatively impacts the economy.
- Paid leave improves worker retention and saves employers' expensive turnover costs.
- After more than 10 years of paid leave in California, employers overwhelmingly report positive or neutral impact on their business.

How does paid family and medical leave work?

Legislation will create an insurance program. All start-up costs are reimbursed to the state within the first year of collection of payroll deductions. According to a report commissioned by the CGA in 2015, this program is self-sustaining. The Campaign for Paid Family Leave supports a paid leave program that is publicly administered, covers family and medical leave, provides 100% wage replacement, expands on FMLA's definition of family to include chosen family members, and includes job protection for all workers.



Connecticut Campaign for **PAID FAMILY LEAVE**

Campaign Members

AARP
AAUW CT
Action Together CT
AFL-CIO
AFSCME Council 4
AFT Connecticut
All Our Kin
Alzheimer's Association - CT Chapter
American Academy of Pediatrics CT
American Cancer Society - CT Chapter
American College of Gynecologists
American Diabetes Association CT
American Lung Association of CT
Autism Speaks
AIDS Connecticut
Beth Brownstein Doula & Lactation Support Services
Bridgeport Child Advocacy Coalition (BCAC)
Center for Family Justice
Collaborative Center for Justice
Commission on Equity and Opportunity
Community Foundation of Eastern Connecticut
CSEA
CSEA/SEIU Local 2001
CT Aids Coalition
CT Alliance for Basic Human Needs (CABHN)
CT Alliance for Perinatal Mental Health
CT Alliance for Retired Americans
CT Alliance to End Sexual Violence
CT Association for Infant Mental Health
CT Association of Human Services (CAHS)
CT Breastfeeding Coalition
CT Citizen Action Group (CCAG)
CT Coalition Against Domestic Violence (CCADV)
CT Coalition on Aging
CT Conference of the United Church of Christ
CT Early Childhood Alliance (CECA)
CT Employment Lawyer's Association
CT Hispanic Health Council
CT Parent Power
CT Parkinson's Disease Association
CT PCSW
CT Voices for Children
CT Women's Education and Legal Fund (CWEALF)
Connecticut Working Families
CT-Core/Organize Now
CT-PCSW
Diaper Bank
Donate Life CT
End Hunger CT
Fairfield County's Community Foundation - The Fund for Women & Girls
Fairfield Standing United
FAVOR CT
Gardner's House
Greater Bridgeport Young Democrats
Greater Hartford Legal Aid
Health Equity Solutions
ICT4
The Jennifer Jaff Center
Junta for Progressive Action
Katal Center
LARCC
League of Women Voters of Connecticut
Legal Assistance Resource Center of CT
Livingston, Adler, Pulda, Meiklejohn & Kelly, P.C.
Make the Road CT
March of Dimes
Maternal and Child Health Coalition (MCH)
Milford Speaks Out
MOMs Partnership
Mothers for Justice
MotherWoman
MS Society
Nami (National Alliance on Mental Illness)
NARAL CT
National Association of Social Workers
National Organization for Women (CT-NOW)
New Haven Legal Assistance
Office of Healthcare Advocate
Older Women's League (OWL)
PAN34
Paren Power
Planned Parenthood of Southern New England
Politica CT
Postpartum Support International CT Chapter
Project Resiliency Movement
Racial Advocates for Cross-Cultural Education (RACCE)
Resistance Mamas
SEIU 119
SEIU 32 BJ
SEIU CT State Council
Together We Rise CT - Building Bridges for Justice
UAW Region 9A CAP Council
United States of Women - Greater Hartford
Universal Healthcare Foundation of CT
Women's Business Development Council
Women's March CT - We March On
Women's March CT - We March On/Fairfield Standing United
Workers United, Joint Board - Laundry, Distribution and Food Service
Yale Working Women's Network
YWCA of Greater Hartford