



## **Please Support Paid Family and Medical Leave Insurance**

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.

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### **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 for Paid Family Leave Members**

AARP Connecticut  
AAUW Connecticut  
Action Together Connecticut  
AFL-CIO  
AFSCME Council 4  
AFT Connecticut  
All Our Kin  
Alzheimer's Association - Connecticut Chapter  
American Cancer Society - Connecticut Chapter  
American Diabetes Association Connecticut  
Autism Speaks  
Bridgeport Child Advocacy Coalition (BCAC)  
Center for Family Justice  
Collaborative Center for Justice  
Commission on Equity and Opportunity  
CSEA  
Connecticut Aids Coalition  
Connecticut Alliance for Basic Human Needs  
(CABHN)  
Connecticut Alliance for Retired Americans  
Connecticut Alliance to End Sexual Violence  
Connecticut Association for Infant Mental Health  
Connecticut Association of Human Services  
(CAHS)  
Connecticut Breastfeeding Coalition  
Connecticut Citizen Action Group (CCAG)  
Connecticut Coalition Against Domestic Violence  
(CCADV)  
Connecticut Coalition on Aging  
Connecticut Conference of the United Church of  
Christ  
Connecticut Early Childhood Alliance  
Connecticut Parent Power  
Connecticut Parkinson's Disease Association  
Connecticut Voices for Children  
Connecticut Women's Education and Legal Fund  
CT-Core/Organize Now  
Connecticut-PCSW  
Connecticut Working Families  
Diaper Bank  
End Hunger Connecticut  
Fairfield County's Community Foundation:  
The Fund for Women & Girls  
Fairfield Standing United  
FAVOR  
Gardner's House  
Greater Bridgeport Young Democrats  
Greater Hartford Legal Aid  
Health Equity Solutions  
ICT4  
Junta for Progressive Action  
Katal Center  
LARCC  
Livingston, Adler, Pulda, Meiklejohn & Kelly, P.C.  
Make the Road Connecticut  
March of Dimes  
Maternal and Child Health Coalition (MCH)  
Mothers for Justice  
MotherWoman  
MS Society  
NAMI Connecticut  
NARAL Pro-Choice Connecticut  
National Association of Social Workers  
National Organization for Women (CT-NOW)  
New Haven Legal Assistance  
New Haven MOMs Partnership  
New Haven People's Center  
Office of the Healthcare Advocate  
PAN34  
Parent Power  
Planned Parenthood of Southern New England  
Politica Connecticut  
Postpartum Support International - Connecticut  
Chapter  
Project Resiliency Movement  
Racial Advocates for Cross-Cultural Education  
(RACCE)  
Resistance Mamas  
SEIU 1199 New England  
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 Connecticut  
Women's Business Development Council  
Women's March Connecticut - We March On  
Workers United, Joint Board - Laundry,  
Distribution and Food Service  
Yale Working Women's Network  
YWCA of Greater Hartford