



FAMILY VALUES @ WORK



America Needs Paid Leave – and We Can Win It



If this is a nation that values families, why do so many face financial crisis when having a baby or caring for an ailing parent?



is a network of 27 state coalitions organizing for – and winning – policies like paid sick days and paid family leave. Our victories have benefited nearly 47 million workers.

Why We Need Paid Leave

Our nation stands alone in the developed world by not ensuring access to paid family and medical leave. This means:

- Mothers of new babies go back to work too soon or leave the workforce.
- Most families with male parents take a financial hit if men bond with a baby.
- Millions of Americans forego medical treatment or return to the job before they've had a chance to heal.
- Many same-sex couples regardless of marital status can't afford to be there for each other in sickness and in health.
- Taking time to care for the person who spent so many years caring for you means worrying about how to pay the bills.

Nearly
1 in 4
women return
to work within
2 weeks of
giving birth.

Ke'sha Scrivner schedules her chemotherapy treatments over her lunch break, then goes back to work and writhes in pain. Her doctor ordered her to take 8 weeks off to heal so she can beat the cancer, but she must keep working to prevent her family from becoming homeless.



There's a simple program that would make a huge difference, **family and medical leave insurance**. It works by pooling small contributions to enable workers to draw a portion of their wages while out for a serious personal or family illness or to care for a newborn. **We've already won such a fund in six states and the District of Columbia.** A growing body of evidence shows these programs are good for families, for business and for our economy.

Why We're Winning

In just over two years, we've more than **DOUBLED THE NUMBER OF STATES** with such a program. New York and DC both won in 2016, Washington state in 2017 and Massachusetts in 2018. Another four or more states could follow. By 2020 we could have wins in a critical mass of states, paving the way for passage of a national bill.

We're winning
because we:



"Family Values @ Work has set a powerful example for how campaigns for social justice ought to be managed—building broad, diverse coalitions at both the local and national levels. You've demonstrated that when we harness the power of the grassroots—when we work together toward a common goal—change is within reach."

Darren Walker, President, Ford Foundation

Public opinion research shows strong support for paid family and medical leave across all demographics and political views.



"Paid leave goes from progressive pipe dream to political reality."

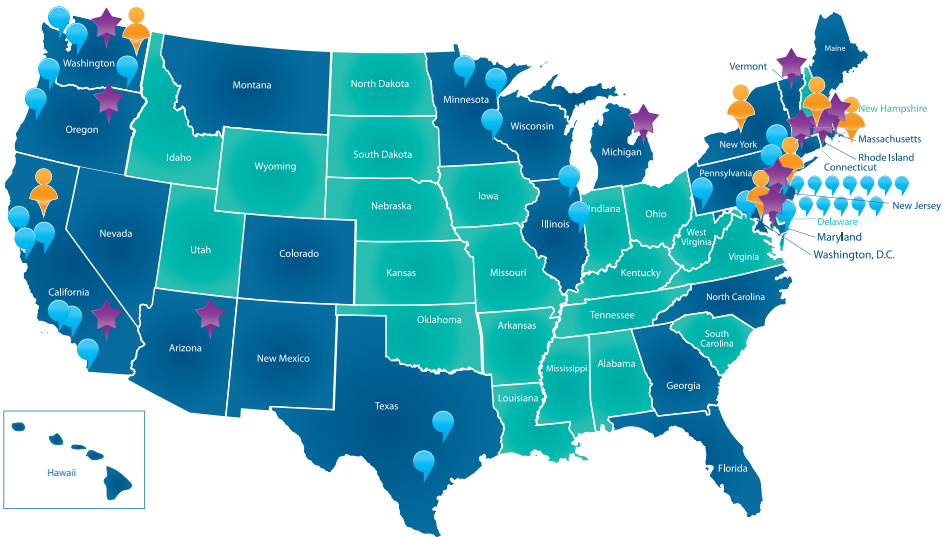
**Lauren Sandler, cover story,
The New Republic**

This campaign can be a game-changer for strengthening families and the grassroots movement to build an economy that works for all. **Join us.**

"Thank you [to Family Values @ Work] for your tenacious advocacy and the remarkable work you do every day to empower working families. In 30 years we will look back at this as the moment when a sleeper issue began to waken and when the grass roots momentum began to roll toward a national consensus."


Sec. of Labor Tom Perez

States in the **Family Values @ Work** network and their wins for paid sick days and family and medical leave insurance:




Family Values @ Work states

7 family and medical leave insurance wins:

 6 states and the District of Columbia

46 Paid sick days wins:

 11 states

 34 local jurisdictions



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