

Caring for a sick child, an elderly parent, partner or ourselves—we all need time for routine and sometimes more extended care. But without paid leave, many people can't afford the time—even when family has to come first.

FAMILY & MEDICAL LEAVE INSURANCE *and* PAID SICK DAYS *A Guide to*

Sometimes
**HEALTH & FAMILY
MUST COME FIRST**

The Healthy Families Act and FAMILY Act will keep workers healthy and all of our communities more prosperous.

**FAMILY
VALUES
@ WORK**

For more information, contact Family Values @ Work, FamilyValuesAtWork.org

A Guide to **PAID SICK DAYS** *and* **FAMILY & MEDICAL LEAVE INSURANCE**

We all get routine colds and flus, yet many workers don't earn a single paid sick day. Occasionally we need more extended leave for a new baby or serious personal or family illness. Yet many workers have no income for that purpose.

Together, we can pass paid sick days and family and medical leave insurance, making workers, families—our whole economy—stronger and healthier.



PAID LEAVE FOR ALL:

SARAH FLETCHER



JANET JOHNSON



SAM GARCIA



WHEN THEY NEEDED FAMILY & MEDICAL LEAVE INSURANCE

After Sarah was in a serious car accident, her doctor said she had to stay off her feet for her injuries to heal properly. That meant **she couldn't go to her restaurant job for a month, but income from the FMLI fund allowed her to cover her bills.**

Janet had a C-section when she gave birth to her daughter. With FMLI, **she was able to spend 3 months at home, allowing her to fully heal and give her new baby the best possible start in life.**

When Sam's mother had a stroke, her recovery was uncertain. With FMLI, **he could take 4 weeks off with partial pay to care for his mother, arrange for her rehabilitation, and find her an in-home aide while she continued to heal.**

WHEN THEY NEEDED PAID SICK DAYS

Sarah's job brings her in contact with many people and their food every day. **When she got the flu, she needed a week at home to recover—and avoid getting her customers sick.**

Janet returned to her company and continued to build her career. When little Elsa started running a fever at daycare, **Janet was able to use paid sick days to pick up her child and stay home with her until she was better.**

As a veteran, Sam used paid sick days at his civilian job to **visit the VA for follow-up treatments for injuries he received in Afghanistan.**