



New York Needs Paid Family Leave

When a family welcomes a new child or a family member has a medical emergency, too many New Yorkers are unable to take paid time off work.

Paid Family Leave legislation will support New York workers by guaranteeing paid leave to bond with newborns and newly adopted children, and to care for seriously ill family members.

Paid family leave is good for New York families, good for New York businesses, and good for New York's economy.



Paid Family Leave is Good for Families

Current Policies are Failing Our Families

While the federal Family and Medical Leave Act of 1993 (FMLA) allows employees of large companies to take up to 12 weeks of unpaid leave, more than 40% of employees are excluded from the FMLA or cannot afford to lose the pay—for them the family leave benefit is no benefit at all.

Only 12% of private sector employees receive paid family leave through their employers nationwide.

Even though New York State provides partial wage replacement through its Temporary Disability Insurance (TDI) program, the program does not cover family leave.

Even if it did, the TDI benefit cap has been frozen at \$170 per week for more than 25 years, an amount that is wholly inadequate to meet today's cost of living.



Paid Family Leave legislation will support families by:

- Expanding New York's TDI program, a long-standing insurance system familiar to New York businesses, to include paid family leave.
- Providing workers with up to 12 weeks of job-protected paid leave a year to care for a new child or seriously ill family member.
- Allowing workers to receive a portion of their weekly wage, up to a maximum benefit level, when they need to take family leave. Under the bill introduced in 2013, the maximum weekly benefit would have been approximately \$600.
- Increasing TDI benefits, capped at \$170 a week since 1989, to support the financial needs of families today.

Improving children's health and futures by supporting working parents

Paid Family Leave legislation would make it easier for mothers and fathers to care for their children without undue financial hardship. After a child is born or adopted, parents need time to bond, a process that builds a strong foundation for children's physical, emotional and cognitive development. Paid family leave is associated with longer periods of breastfeeding and lower infant and child mortality rates. When parents are able to care for a sick child, research shows that children have stronger vital signs, quicker recoveries and shorter hospital stays.

Providing critical support to the elderly and their family caregivers

A survey by AARP found that close to two-thirds of workers between the ages of 45 and 74 care for an aging parent or other adult loved one. With the support of their loved ones, ill and aging individuals can recover at faster rates and spend less time in hospitals and other long-term care facilities. By allowing workers to take time off to care for their elderly relatives, paid family leave will create financial savings that benefit all New Yorkers.

Paid Family Leave is Good for Business

Minimizes costs to businesses

Paid Family Leave legislation will modernize and expand New York's current Temporary Disability Insurance program, a long-standing insurance system already familiar to businesses. Previous bills did not create any new administrative requirements for businesses.

Saves employers money

Paid family leave will not interfere with businesses that already provide such benefits for their employees, and indeed will help these businesses offset existing costs.

Funded by employee contributions

Paid family leave benefits will be funded solely by employee payroll contributions, estimated to be a fraction of the cost of a cup of coffee. The cost of the increased TDI benefit will continue to be shared by employers and employees.

Strengthens the workforce and boosts New York's economy

New York businesses are among the most competitive in the world, but they are lagging behind other countries and other states in failing to provide paid family leave. Paid family leave increases employee retention, attracts workers, boosts productivity, and improves employee morale. This is particularly true for small businesses, where colleagues work closely together.

Creates a competitive advantage for business

Paid family leave will help small businesses retain talented employees by providing a benefit often offered only to employees of large companies. Businesses may choose to apply the salary of an employee on leave to hire temporary support.

Protects employers from abuse

Employers can require that an employee who needs to take time off provide notice and proof of need for employee family leave.



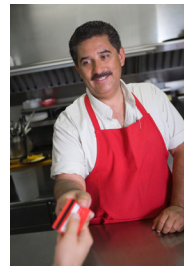
"[C]ompanies can measurably improve their bottom line by transforming a company's corporate culture into one of a truly caring organization..."

– Cynthia D. DiBartolo, Esq., CEO, Tigress Financial Partners LLC and Chairperson, Greater New York Chamber of Commerce

"The evidence from California, where paid leave has been a reality for a decade, is encouraging. Many business owners find themselves coming out on top as a result of these policies. ... Most countries already offer paid family leave; the United States is one of only a handful that does not. My own observation of staff members' experiences at the State Department juxtaposed with the family leave policies of other nations made me painfully aware of how far behind our country is in this respect."

– Tom Nides, Managing Director and Vice Chairman, Morgan Stanley, and former U.S. Deputy Secretary of State

For less than a cup of coffee a week, paid family leave will provide financial stability for New York families who need it the most.



"In a recent poll of New York small business owners, 83% favored expanding the state's disability insurance program to provide paid leave to care for a new baby or seriously ill member, if the insurance premiums are paid through modest payroll contributions by employees."

– The Small Business Majority

Paid Family Leave is Good for New York's Families, Businesses and Economy



Get Involved

Go to timetocareny.org to learn more about the New York State Paid Family Leave Campaign and take action.

Contact your elected representatives in legislative leadership, including your state senator, state assembly representative and the Governor's office.

Find your representatives at:
www.elections.ny.gov/district-map/district-map.html

Go to www.nyclu.org and www.abetterbalance.org to learn more about paid family leave.



Special thanks to Lincoln Square Legal Services, Inc.
at Fordham University School of Law.

“Near the end of my administration, I argued that we needed to find ‘new ways to provide paid leave to those workers who need to take off but cannot afford to do so.’ Most advanced nations provide some form of paid family leave, and it’s helped, not hurt, their economies. A growing chorus is now working on how to make that dream a reality here, and they deserve our support.”

– Former President Bill Clinton,
who signed the FMLA

“My father currently has lung cancer and this act would go a long way towards helping my family. It has been tough for us. Thank you to everyone who supports this.”

– Steven, North Lindenhurst, NY

“As a New York business, we are proud to provide employees with paid family leave. It has led to a more productive, efficient workforce and helped our business grow. UncommonGoods supports making paid family leave benefits more widespread and is excited to see this legislation move forward.”

– Dave Bolotsky, Founder & CEO UncommonGoods,
American Sustainable Business Council member