



Working Families in New York State Need Family Leave Insurance

- Workers in New York have no legal right to paid leave when they need to care for a new baby or a family member with a serious illness. Most employers do not voluntarily provide such benefits: as of March 2010, only 11% of American workers had paid family leave.
- Access to paid family leave is an economic justice issue. The highest 10% of wage earners are six times more likely to have paid family leave than the lowest 10% of wage earners.

Family Leave Insurance is a Common Sense Way to Provide Paid Leave for Working Families

- By expanding New York's current Temporary Disability Insurance (TDI) program, the Family Leave Insurance Act would provide workers with up to 12 weeks of benefits to bond with a newborn or newly adopted child or to care for a seriously ill family member.
- Family leave insurance would not increase employers' payroll costs. Rather, the weekly benefit would be financed through small employee payroll deductions —by some estimates, as little as 58 cents a week.

Family Leave Insurance Enhances Child Health and Supports Working Parents

- A family leave insurance program would make it easier for new parents —both mothers and fathers —to care for their children without undue financial hardship. Research has shown that paid family leave helps parents to recover from childbirth, bond with newborn or newly adopted children, and better meet their children's health needs.
- Access to paid family leave also increases the average duration of breastfeeding, which improves the health of newborn children and their mothers.

Family Leave Insurance Would Provide Critical Support to Family Caregivers and The Elderly

- With family leave insurance workers would not have to sacrifice their economic security in order to care for ill or aging relatives. The benefits of family caregiving to elderly and sick individuals are clear: family caregivers can help ill and aging individuals to recover more quickly and to spend less time in hospitals.
- Policies that support family caregiving create savings that benefit all New Yorkers. Unpaid family caregivers not only help to ease the burden on our crowded hospitals and long - term care facilities but also create enormous financial savings. For example, recipients of family caregiving are less likely to have nursing home care or home health care paid for by Medicare. In 2007, unpaid family caregivers in the United States provided services valued at approximately \$375 billion a year.

Federal Law Fails to Provide Workers with Paid Family Leave

- The federal Family and Medical Leave Act of 1993 (FMLA) guarantees workers for large employers unpaid job - protected leave to care for a new child or a seriously ill family member, or to recover from one's own serious health condition. But a significant percentage of Americans cannot access this unpaid benefit due to eligibility restrictions. For example, the FMLA does not cover workers in businesses with fewer than 50 employees or any workers who have not worked for 1,250 hours in the past year at the same job.

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