



The *FAMILY* Act

Who We Are

We are the leading non-profit organization working in the U.S. and around the world to ensure women and children have the healthiest first 1,000 days. Our mission is to make the well-being of women and children in the first 1,000 days a policy and funding priority.

The Issue: Unlike most countries in the world, parents in the United States are often forced to choose between taking the time they need to care for their young children and earning the income they need to support their families. In fact, only a small minority of private sector workers in the U.S.—typically those who work in higher paid jobs—have access to paid leave through their employers. Even more troubling is the fact that **1 in 4 women in America return to work just 2 weeks after giving birth**, putting their health and that of their infant at risk. Ultimately, it is young children and their families paying the price for the country's inaction on paid leave.

Paid leave contributes to healthier outcomes for babies and their families. Parental leave can help reduce infant death and illness, increase the likelihood that babies get their pediatric check-ups and immunizations, and lower mothers' risk of health complications after childbirth and post-partum depression. Studies show that paid leave helps women breastfeed more successfully and for longer periods of time, enabling both mom and baby to reap the powerful long-term health benefits of breastfeeding. Finally, science tells us that babies' brains are nourished by time spent with parents and caregivers. Policies that enable parents to spend time nurturing and caring for their babies—particularly in the early weeks after birth and for babies that are born pre-term, low birth weight or with illness—are critical to the healthy cognitive, social and emotional development of children.

To support a healthy first 1,000 days and all those that follow, Congress must pass a comprehensive national paid family and medical leave program that covers all workers and provides them with the time they need to care for themselves and their family.

Family and Medical Insurance Leave (FAMILY) Act sponsored by Sen. Kirsten Gillibrand and Rep. Rosa DeLauro.

- Qualified workers are eligible for up to 12 weeks of paid family and medical leave to care for their own serious health conditions, including pregnancy and childbirth; care for a loved one, including a child, parent or spouse, with a serious health condition; the birth or adoption of a child; and specific military caregiving and leave purposes.
- Workers earn a portion of their monthly wages (up to a capped amount).
- Available to all workers, regardless of employer size, the sector they work in, and whether they are full-time, part-time, or self-employed.
- Funded by a shared contribution from both employees and employers through payroll contributions that would cover both insurance benefits and administrative costs.
- Administered through a new Office of Paid Family and Medical Leave.