# Paid Family Leave Campaign in New York

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# Paid Family Leave Campaign in New York

No disclosures

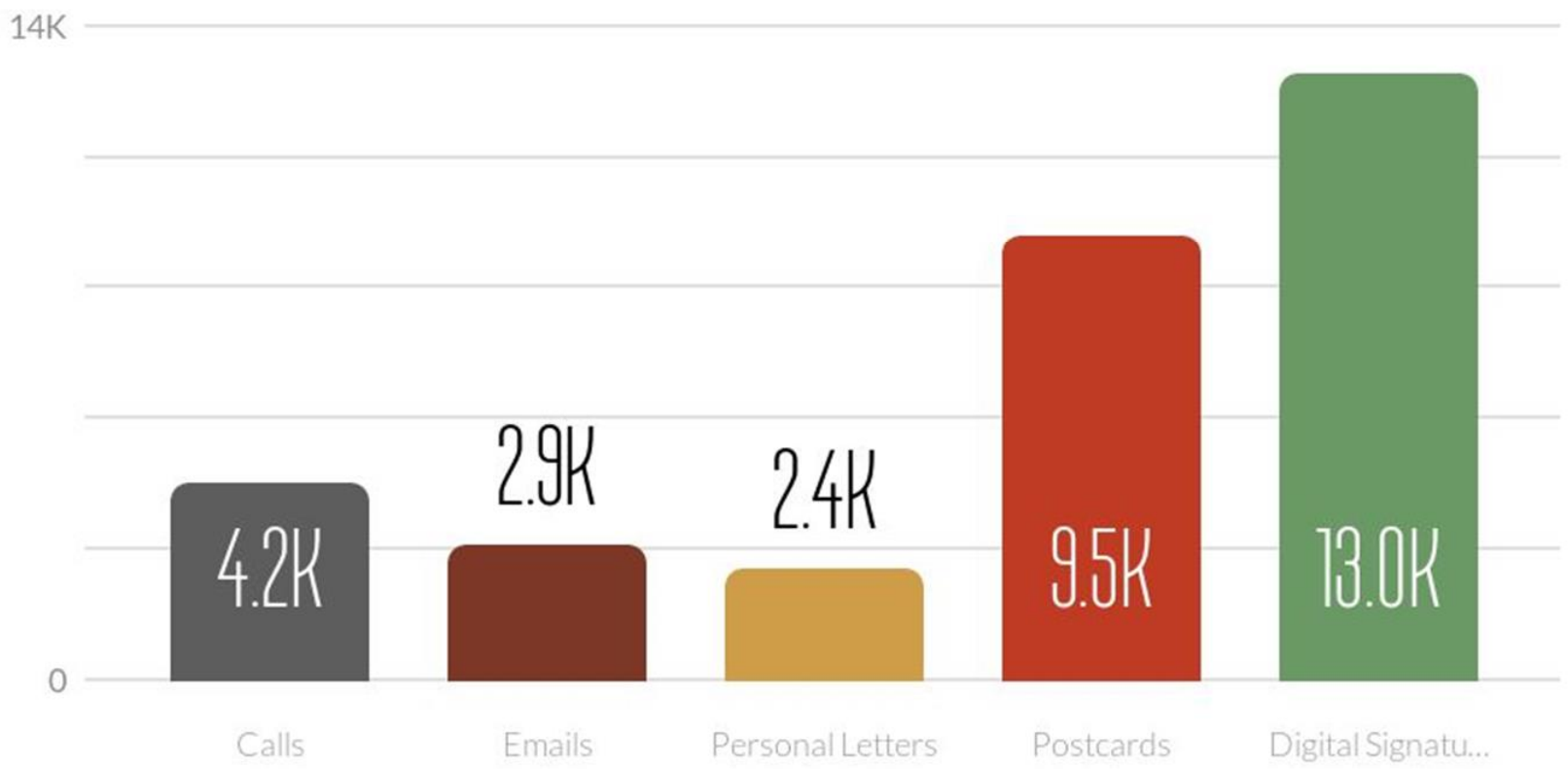
Statewide coalition with over 300 organizations

# Campaign Steering Committee

# BUILDING SUPPORT AROUND THE STATE

MAKE NY NEXT
Buffalo
STRONG FAMILIES STRONG NEW YORK
FIGHT FOR PAID FAMILY LEAVE
SPAIN 16 WEEKS
JAPAN 58 WEEKS
UNITED STATES 0 WEEKS
PAID FAMILY
IRELAND 26 WEEKS
EGYPT 13 WEEKS
26 WEEKS
17

# 30,000+ New Yorkers Raising their Voices



200+ Meetings with Legislators at
In-District Meetings & Major Lobby Days

# EXPERT POLICY ANALYSIS

FACT SHEET WRITTEN AND PREPARED BY A BETTER BALANCE

For questions, please contact Eric Williams, Campaign Director

Comparison of Proposals on Paid Family Leave (PFL): February 16, 2016

| | Nolan/Addabbo Bill | Governor's Bill | IDC |
|---|---|---|---|
| How long can a worker take leave? | Up to 12 weeks | Up to 12 weeks | Up to 12 week |
| What purposes can a worker take leave for? | (1) Bo or fost memb family | (1) Bond with new child – birth, | (1) Bond with birth, adoptio |
| What family members can a worker take leave to care for? | Child gran pare | | |
| Can a worker be excluded because of his/her employer's size? | No | | |
| Does the employer have to hold a worker's job? | Ye wo | | |
| What percentage of their average weekly wage (AWW) will workers receive in benefits? | 20 | | |
| What is the maximum weekly benefit as a percentage of the statewide average weekly wage (SAWW)?* | | | |
| How is PFL funded? | | | |
| Would PFL use the existing Temporary Disability Insurance (TDI) structure? | | | |
| Would the level of TDI benefits be raised? | Ye be | | |

* As reported by the Department

*Prepared by A Better Balance and*
*Civil Liberties Union at 212-607-3*

One of the groups leading the NY Paid Lea

re more details:

covered by the paid fan

Almost all private secto
excluded under NYS Te
http://www.wcb.ny.go
- The law allows self-em
- You have to have worl

paid family leave.

hen does paid family leav

- January 1, 2018

What can it be used for:

- Bonding with a new
- Care of a seriously
- Addressing certain

How many weeks of leav

- Up to 8 weeks sta
- Up to 10 weeks i
- Up to 12 weeks s
- Leave runs conc
- Intermittent bas
- In addition, wor

from childbirth,

How much will a work

- 2018: 50% of
- 2019: 55% of
- 2020: 60% of
- 2021: 67% o
- 2022 and on

the previous

Created by:

Community Service Society

At a glance:

The Paid Family Leave Insur
12 weeks of paid leave a ye
certai

- Paid family leave insurance (P
or newly adopted children witho
- PFLI will provide crucial supp
seriously ill child, spouse, domest
- PFLI will help military famili
and childcare issues related to the
- PFLI will not create new admi
Insurance (TDI) program that has
create no administrative changes
with TDI requirements.
- The proposed legislation will
thirds of their average weekly wa
raised in steps over four years un
modernize New York's TDI syst
- Employers' payroll costs will
payroll deductions of up to 45 ce
Services will determine the amo
state insurance fund. The cost of
both workers and employers.
- A PFLI program will save em
and enhancing employee morale
to offset existing costs. As in the
they may provide benefits throu
- PFLI will help to make smal
leave regardless of the size of th
larger companies, and they lose
- Employers can require notic
and proof requirements related
- Workers will be protected w
use their PFLI benefits without
- PFLI has proven successful
into their TDI programs. PFLI

a better balance
the work and family legal center

80 Maiden Lane, Suite 606, New York, NY 10038 | t: 212.430.5982 | info@abe

Overview of Paid Family Leave Laws in the

Four U.S. states have paid family leave laws in effect. This document provides

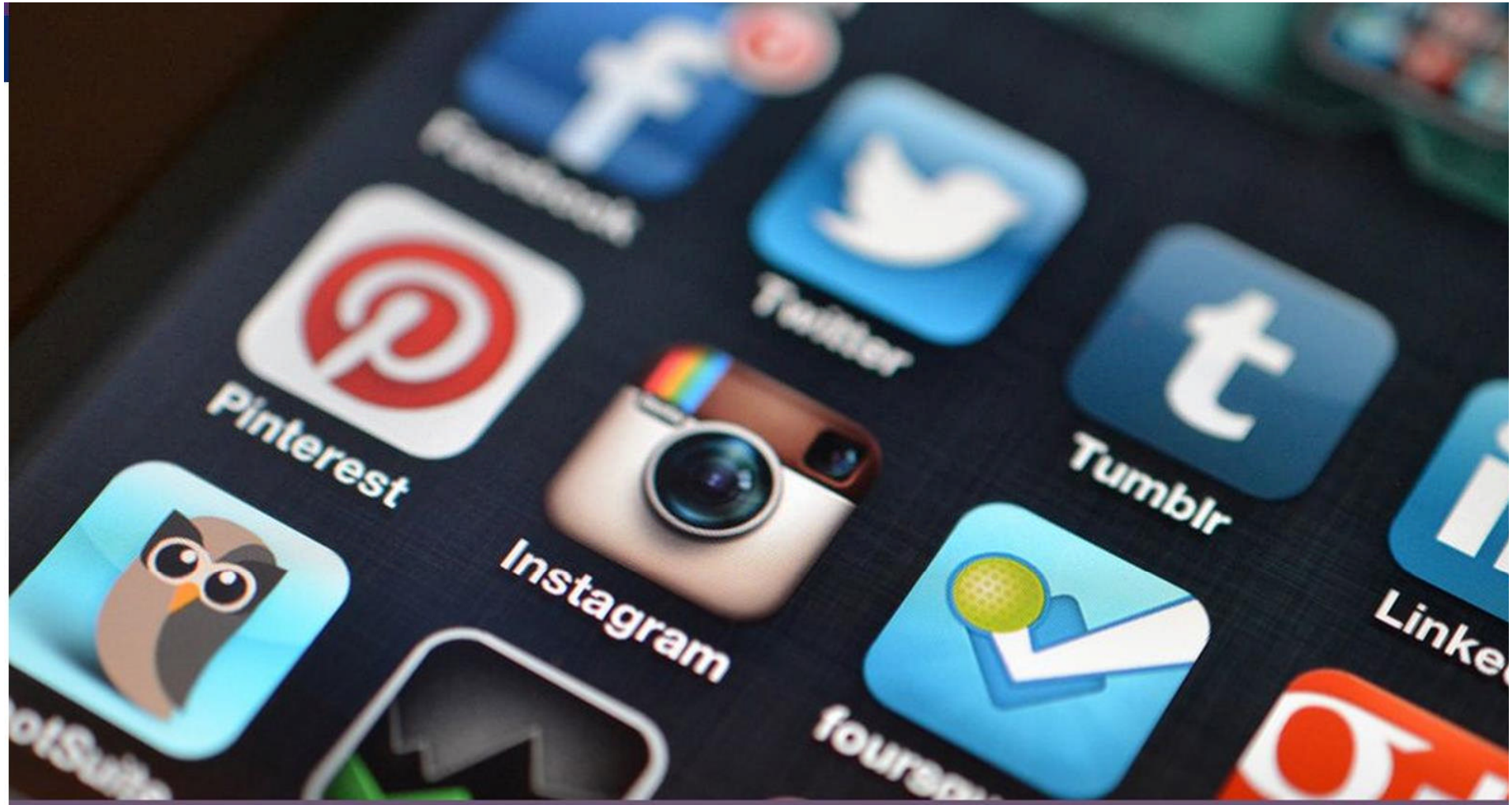
| | California[2] | New Jersey[3] | Rhode Island |
|---|---|---|---|
| Program name | Paid Family Leave (PFL) | Family Leave Insurance (FLI) | Temporary Ca Insurance (TCI |
| Who is covered?[4] | Workers covered by the state unemployment insurance law, except for most public workers, are covered. Domestic workers are also | Workers covered by the state unemployment insurance law, including public workers, are | Workers cover unemployment except for publ |

# Over 100 businesses signed on & 9 business associations representing tens of thousands more

# 200 Physicians, 22 Prominent Health Groups

# Calling for Paid Family Leave

How a Pumpkin Gro
Personal Stories




# Social media engagement

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# Paid Family Leave Success

Nearly seven million private sector workers will now be able to care for loved ones without putting their jobs at risk

Future collaboration on paid sick days, child care, equal pay, pre-K

Landmark legislation raises the bar for other states and will help drive momentum for federal legislation championed by NY Senator Kirsten Gillebrand

Boland Spring
FIJI

# Paid Family Leave Challenges

Concern that take-up rates may be low among low-wage, less educated new mothers, recent immigrants

CA, NJ and RI experience:

-participation has been low among low-income mothers

-limited information, access, misinformation, confusion

-under used by fathers

-low awareness among those w/ lower incomes, lower education and non-white populations

-when used, helped family and recovery from childbirth

# Paid Family Leave Outreach

-Outreach during prenatal and pediatric visits

issue is highly relevant

to enlist health professionals as trusted messengers

-Educate and Advocate

focused interviews

plain language materials

follow-up interviews

THANK YOU
Strong paid family leave ensures that we don't have to choose between the health & the economic stability of our families
#MadeNYNext