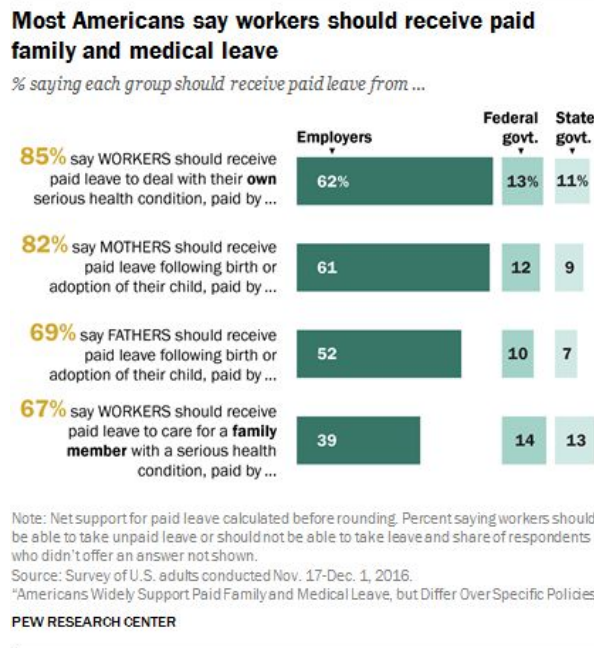




# Support Parental Leave Policies that Actually Help Parents Raise Families

We at 500 Women Scientists [pod name] urge action on current parental leave policies in the U.S. Today, the U.S. federal mandate is the Family Medical Leave Act (FMLA), which only provides 12 weeks of job protection. This policy applies to companies with at least 50 employees who work 24 hours a week or more. Access to this type of leave varies widely across the U.S. and currently more than 86% of American employees have access to this benefit. In 2016, over 82% of Americans reported that they support paid parental leave policies[]. Currently, only 5 states have parental leave policies: California, New Jersey, Rhode Island, New York, and Washington. We recommend that our state of [state] adopt paid leave policies and pass comprehensive legislation that supports parents and guarantees them financial security.



## H.R.1185/S.463 - FAMILY ACT

Reintroduced 2/12/19, this bill would support both parents taking up to 12 weeks off of work to help raise children and family members. As the Bill states, "A gender-inclusive nationwide paid family and medical leave program would address persistent sex discrimination in the utilization

of leave benefits and reduce the disparity between women and men regarding who takes time off from work to fulfill caregiving duties.

## OUR RECOMMENDATION

Cosponsor this bill and vote 'yes' when it comes to the Senate and/or House floor.

## EXPLORE WAYS TO LENGTHEN PARENTAL LEAVE OPPORTUNITIES

The US lags behind many countries in the length of parent leave offered. A comprehensive leave policy should grant both parents an option of greater time off. Birthing parents often need significant time off to physically recover from childbirth and evidence shows many benefits of lengthened parental leave from longer breastfeeding to greater bonding with newborns, to more equity in parental duties and retaining women working outside the home.

## OUR RECOMMENDATION

Pursue opportunities to expand paid parental leave through legislation or other policies and corporate incentives.

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## ADDITIONAL CONTENT FOR ONE PAGER

Concrete, real-world examples to illustrate empirical points, particularly examples in narrative form. So fact, then story instead and fact and lots of stats. Examples and stories resonate with policymakers. Even if you do not use them in this specific document you will use them for the in person meetings.