

Talking Points: Family and Medical Insurance Leave (FAMILY) Act



Guided by the Jewish value of *kavod habriyot*, respect and dignity for all human beings, we are committed to striving for a future where one is forced to choose between caring for themselves or their families and making ends meet. And yet, with millions of workers without paid leave benefits through their employer, this vision remains out of reach. Congress must pass the Family and Medical Insurance Leave (FAMILY) Act, to ensure paid leave for all workers to care for their children, spouses, parents, and themselves.

Background

- Nearly three in four (73 percent) private sector employees do not have access to paid leave.
- The current federal leave policy is failing low-income workers. NCJW was proud to help pass the Family and Medical Leave Act (FMLA) over 30 years ago to provide unpaid, job-protected time off for millions of working people. While FMLA provides an important safety net for workers who otherwise cannot take time off work, it is inaccessible to millions of Americans who cannot afford unpaid leave.
- Working families lose an estimated \$22.5 billion in wages each year due to a lack of access to paid family and medical leave.
- Paid leave is a gender justice issue. Women have unfairly borne the burden of being [primary caregivers](#) for their families, and therefore [suffer most](#) when necessary support like paid leave is out of reach. For example, [in 2022](#), women were five to eight times more likely than men to experience a caregiving impact on their jobs

Talking Points

- The FAMILY Act, led by Rep. Rosa DeLauro (D-CT) and Sen. Kirsten Gillibrand (D-NY), creates a national paid family and medical leave insurance program for the millions of people in this country who need it. This landmark legislation has been reintroduced in every Congress since 2013.
- The bill would provide workers with up to 12 weeks off with a guarantee of up to 85 percent of their normal wages to take time off for their own serious health conditions, including pregnancy and childbirth recovery; serious health conditions of a family member; the birth or adoption of a child; to address the effects of domestic violence or sexual assault; or to make arrangements arising from military deployment of a spouse, child or parent.
- The bill would reduce the poverty rate by over 16 percent among people in families receiving paid leave benefits and would narrow racial inequities in poverty.
- National paid leave is good for businesses and the economy: it spreads the cost of leave across all companies, reduces the burden on individual employers, and [reduces employee turnover](#).
- **Congress must pass the FAMILY Act without delay to ensure paid leave for every worker.**