

At a Glance: The Family and Medical Insurance Leave Act

Only 25% of employees in the U.S. have access to paid family leave through their employers. The federal Family and Medical Leave Act (FMLA), which provides *unpaid* family and medical leave, excludes roughly 40% of Americans. Among those who *do* qualify for FMLA leave, nearly half cannot afford to take time off without pay to provide care to loved ones. The Family and Medical Insurance Leave (FAMILY) Act would enable workers to take up to 12 weeks of paid time off from work to recover from a serious illness, bond with a new child, care for a seriously ill family member, address certain military family needs, or address certain needs related to domestic violence, sexual assault, or stalking.

- **Paid family leave is good for workers and their families.** The FAMILY Act would enable workers to take necessary time off to care for their families without undue financial burden.
- **Paid family leave is good for businesses.** Access to paid family leave improves employee morale and retention. The FAMILY Act would also level the playing field for small businesses by providing a benefit often offered only to employees of large companies.
- **The FAMILY Act would provide workers with up to 12 weeks of paid family and medical leave per year.** Workers would be eligible for benefits following the birth of a child or placement of a child for adoption or foster care; to recover from the worker's own serious health condition; to address certain military family situations; to address certain needs related to domestic violence, sexual assault, or stalking, and to care for a seriously ill family member. Family member is broadly defined to reflect diverse family arrangements.
- **Workers would receive a percentage of their income on a sliding scale,** up to a cap, adjusted annually according to a formula based on the national average wage index. Workers will receive the sum of:
 - 85% of monthly income below \$1,160
 - 69% of monthly income between \$1,160 and \$2,636
 - 50% of monthly income between \$2,636 and \$4,768



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The minimum monthly benefit in the first year is \$580 and the maximum monthly benefit is \$4,800.

- **Workers would be covered regardless of the size of their employer.** The FAMILY Act covers all workers, including part-time workers, who have earned income from employment during a specified several-month period prior to their application and have earned at least \$2,000 (in the first year, to be adjusted annually according to a formula based on the national average wage index), including from unemployment benefits, in a designated two-year period.
- **The FAMILY Act would be administered by the Social Security Administration (SSA).** The FAMILY Act would establish a new Office of Paid Family and Medical Leave as part of the SSA.
- **Benefits would be paid out of an insurance fund paid for by small employer and employee contributions.** Individual employees would contribute 0.2% (two-tenths of one percent) of their wages, while employers would contribute 0.2% of the wages they pay employees.
- **Workers would be protected from discrimination for taking benefits and have the right to return to their job following leave.** The FAMILY Act prohibits an employer from discharging or otherwise discriminating against a worker for applying for, indicating intent to apply for, or receiving benefits and guarantees workers the right to get their jobs back after taking leave.