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Ways and Means Committee
U.S. House of Representatives
Washington, DC 20515

Dear Representative:

On behalf of our 3 million members and the 50 million students they serve, in connection with tomorrow's hearing, "Legislative Proposals for Paid Family and Medical Leave," we urge you to support the FAMILY Act (H.R. 1185) and consider the potential improvements described below.

Key provisions of the FAMILY Act

- Provide 12 weeks of paid leave per year for the birth or adoption of a child, the serious illness of an immediate family member, or a worker's own medical condition
- Workers would be eligible to collect benefits equal to 66 percent of their typical monthly wages, capped at \$4,000 per month
- Create a separate trust fund for the program, financed by a modest increase in payroll taxes.

Potential improvements

- Define "family" in an inclusive way that reflects today's realities
- Replace lost wages at a progressive rate to ensure those most in need of support get it
- Cover all workers, including education support professionals and other state and local government employees not covered by the Family and Medical Leave Act
- Guarantee workers can keep their health insurance while on leave and return to their jobs following leave

Need for action is clear—and supported by voters

- Eighty-one percent of workers do not have paid family leave through their jobs, and 60 percent lack access to paid personal medical leave through their employer
- Most workers cannot even afford to take unpaid leave, especially women of color earning less to begin with
- The overwhelming majority of voters—Democrats, Republicans, and independents—support legislation like the FAMILY Act

We thank you for taking up this critical issue and stand ready to work with you to help advance and enact the FAMILY Act.

Sincerely,

Marc Egan
Director of Government Relations
National Education Association