

February 14, 2019
M19-008

TO: SPEEA Council
FROM: SPEEA Legislative & Public Affairs Committee

SUBJECT: **PRESUBMITTED NEW BUSINESS: FAMILY Act**

Four states have paid family and medical leave programs (California, New Jersey, New York and Rhode Island) and paid family leave programs are taking effect in Washington State and Massachusetts in 2019 and the District of Columbia in 2020.

As each State brings their version of Family Leave to their state, each state has different programs and requirements. Having a country wide program would simplify the ability for our citizens to use Family Leave and reduce the chance of errors that would cause our citizens to lose their coverage.

In our Congress in Washington DC, a **Family And Medical Insurance Leave (FAMILY) Act** is in the Senate as S. 463 and the House as H.R. 1185. These bills would create a comprehensive national program that helps meet the needs of new mothers and fathers and people with serious personal or family health issues through a shared fund that makes paid leave affordable for employers of all sizes and for workers and their families.

These bills entitles every individual to a family and medical leave insurance (FMLI) benefit payment for each month beginning on the first day of the month in which the individual meets the criteria specified below and ending 365 days later (benefit period), not to exceed 60 qualified caregiving days per period.

This program provides workers with up to 12 weeks of partial income when they take time for their own serious health conditions, including pregnancy and childbirth recovery; the serious health condition of a child, parent, spouse or domestic partner; the birth or adoption of a child; and/or for particular military caregiving and leave purposes.

Under the current Family and Medical Leave Act, 25% of the filings covers new mothers and fathers and 75% of the applications are to cover a relative's medical care.

In the 2018 elections, 29% of the candidates included paid family leave in the platforms
S. 463 has been introduced in the House
H.R. 1185 has been introduced in the Senate
President Trump has called for paid family leave

L&PA Committee position – Supports Paid Family Leave. Prefers uniform family leave over 50 different state programs'

Pro – Supports care of family members and new parents

Con – Adds a 1% tax on employees and businesses

MOTION

It is moved that: **THE SPEEA COUNCIL SUPPORTS LEGISLATION FOR PAID FAMILY LEAVE FOR BIRTHS, ADOPTIONS AND FAMILY MEDICAL CAREGIVING.**

Passage or adoption of any legislative or public issues proposal shall be by published ballot and require: Total affirmative vote must be a majority of all Council Representatives including those not present or not voting, excluding Council Representatives working in excess of 50 statute air miles from the meeting and are unable to attend.

Prior to council action (voting) on any legislative proposal, the Legislative & Public Affairs Committee shall investigate and produce both pro and con statements and a majority committee recommendation.