

Time to Bond:

the role of breastfeeding advocates
in state-level campaigns for family
leave insurance

Webinar

U.S. Breastfeeding Committee

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Presenters

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Experiences with Paid Family Leave"

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Moderator:

◆ **Chris Mulford**

Chair, Nursing Breaks Law Task Force, USBC
Representative from NJ Breastfeeding Coalition
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California and New Jersey are the **ONLY** states that provide family leave insurance (FLI). Workers can receive partial wage replacement when they take time off to care for a seriously ill family member or to bond with a new child in the family. This webinar will report on these two FLI programs and point participants to initiatives being organized in several other states.

Family Leave in the USA

- ◆ Federal FMLA (Family and Medical Leave Act) (unpaid) passed in 1993
- ◆ California Paid Family Leave (partial wage replacement) passed in 2002, effective 2004
- ◆ New Jersey Family Leave Insurance (partial wage replacement) passed in 2008, effective 2009

Issues in Family Leave Insurance

- ◆ Scope: who is eligible? Gender-neutral?
- ◆ How is "family" defined?
- ◆ Reasons for leave: serious illness, bonding
- ◆ Is the worker's job protected?
- ◆ Paid vs. unpaid leave
- ◆ Length of leave? Continuous vs. intermittent
- ◆ Waiting period?
- ◆ Paid at what rate? % of usual wage, with a cap
- ◆ Who pays into the fund? Worker, employer, both?
- ◆ How do employers cover the worker's absence?
- ◆ Are small employers excused?