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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Moderator:

- **Chris Mulford**
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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.

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**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?