Learn about the FAMILY Act!

ZERO TO THREE
Early connections last a lifetime

America's babies need time when their parents can bond and care for them, without jeopardizing their families' ability to pay for basic necessities.
They need paid family and medical leave.

The **Family and Medical Insurance Leave (FAMILY) Act**, sponsored by Rep. Rosa DeLauro (D-CT) and Sen. Kirsten Gillibrand (D-NY), would create a comprehensive national program that makes paid leave affordable for employers of all sizes and available to all workers and their families.

The FAMILY Act checks all the boxes on the #PaidLeaveChecklist by:

- Providing workers with **up to 12 weeks of partial income while they take time** for their own serious health conditions, including pregnancy and childbirth recovery; to bond with and care for a newborn or newly adopted child; care for a parent, child, spouse, or domestic partner with a serious health condition; and/or for particular military caregiving and leave purposes.

- Enabling workers to earn **66 percent of their monthly wages**, up to a capped amount – ensuring that low- and middle-wage workers have a higher share of their wages replaced.

- **Covering workers in all companies, no matter their size.** Younger, part-time, lower-wage, contingent, and self-employed workers would all be eligible for benefits.

- Responsible funding through **small employee and employer payroll contributions** of two-tenths of 1 percent each (two cents per $10 in wages), or less than $1.50 per week for a typical worker.

- Making it **illegal to fire or discriminate against an individual** who has applied, intends to apply for, or who uses family and medical leave insurance benefits.

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