

Planning Getting Paid: How to WIN Breastfeeding Equity Through Paid Family Leave



CALIFORNIA
Work & Family
COALITION

Paid Leave - Who Has It?

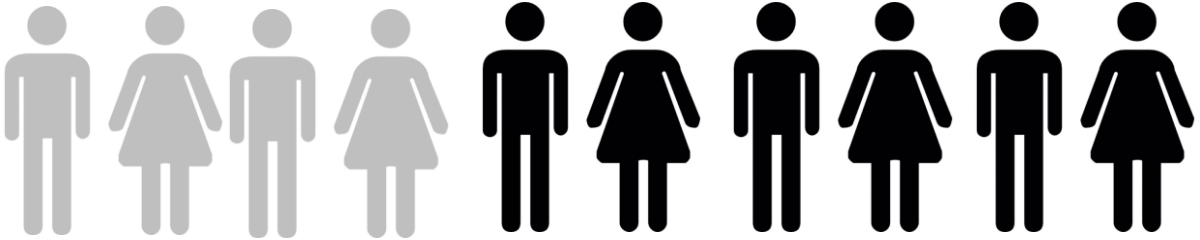
The US offers



of paid family & medical leave

Paid Leave - Who Has It?

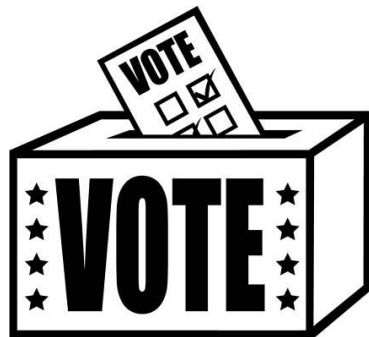
13% of American workers - and 5% of low wage workers - have access to paid leave.



Fewer than 40% of employees have access to personal medical leave through their employer.

Paid Leave - Who Has It?

82% of voters say they favor a national paid family and medical leave program



Paid Leave - National Policy

- ✓ **Accessible** to all workers
 - ✓ Offers a **meaningful** length of leave
 - ✓ **Affordable** for workers, employers and the government
 - ✓ **Inclusive** in defining family
 - ✓ Offers job **protection**
-

Paid Leave - Who Has It?



California Paid Family Leave

CA program that provides income replacement to:

workers who pay into the SDI program

AND

are taking leave to bond with a new child or care for a close family member.

California Paid Family Leave

Caregiving:

Child

Parent, Parent-in-law

Spouse or registered domestic partner

Sibling, grandparent, grandchild

Bonding:

New child (birth, adoption, foster)

Paid Family Leave

2017

Benefit: 55% of pre-tax wages up to a maximum of \$1,173/week*

Cap: 6 weeks of benefits in a rolling 12 month period

*There is a 7-day waiting period for benefits to begin

2018 (AB 908 - Gomez)

Benefit: 70% of wages for low wage workers/60% for higher-wage workers (No more 7-day waiting period)

Paid Family Leave Benefits

1 in 4 mothers go back to work within 2 weeks of birth unable to establish breastfeeding, continue bonding, and heal from birth.

Paid Family Leave Benefits

There is a more than 20% decrease in infant mortality with paid family leave.

Paid Family Leave Benefits

Lack of paid family leave further widens the pay gap and can drive families into poverty. Paid Family Leave provides economic security.

Paid Family Leave Benefits

Still To Do:

- Job Protection: Pass SB 62 (Jackson) so all new parents can take bonding leave
 - Raise Awareness: On-going education and awareness and community support
 - On-going assessment and improvements
 - Continue to build momentum at the national level
-

What You Can Do : Breakout

Directions:

- 1) Turn to the person to your right or left that you don't know
 - 2) Take turns (3 minutes each) sharing your Paid Family Leave story (a time you or someone in your family needed leave/why it is important to you/your community/your work).
 - 3) As we reconvene we'll ask for volunteers to share their stories with the group.
-

Share YOUR story!

Social Media

Moms MeetUps

Coalition Events

With Lawmakers



Share your Story - Social Media

Showing images and creating
(women of color

breast

Providing technical support advice ->
breastfeeding Facebook groups through
WIC, IBLCs doing tweets

Create community support and relationships

Creating tools to create change - i.e. community tweet chats



Share Your Story - Moms MeetUps

We'll provide the content

You pick the venue

Tell us how it went!



Share Your Story - Decision Makers



- Sign Up for Action Alerts
 - Share in Our Story Bank
 - Join Our 2017 District Visit Campaign
 - Letters to the Editor
-

Help Educate Your Community

Provide PFL Materials

Attend a Training

Co-host a Training



Thank you!

Jenya Cassidy

Sherman

Tina

jenya@workfamilyca.org

tina@momsrising.org

MomsRising.org
MamásConPoder.org

