

# 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.