

**NY STATE DEMOCRATIC COMMITTEE
RESOLUTION IN SUPPORT OF FAMILY LEAVE
INSURANCE
October 20-21st, 2013**

WHEREAS, most workers in New York State will need to take time off from their job to care for a new child or a seriously ill family member at some point in their working lives; and

WHEREAS, workers in New York have no legal right to paid parental leave to care for a new child or paid leave to care for a seriously ill family member, and most employers do not voluntarily provide such leave (only 11% of private sector workers nationwide have such leave); and

WHEREAS access to paid leave to care for family members is an economic justice issue since the highest 10% of wage earners are six times as likely to have paid leave to care for family members as the lowest 10% of wage earners; and

WHEREAS the United States stands alone in its failure to guarantee workers paid leave for family needs; 178 countries have national laws that guarantee paid leave to new mothers with the United States along with Swaziland and Papua New Guinea being the only nations that fail to provide such leave; and

WHEREAS the State of New York has long been a bastion of humane and progressive legislation; and

WHEREAS, the number of women who are co-breadwinners, primary breadwinners, or single parents is growing, making paid leave increasingly essential to the financial security of women's families because lack of such leave often results in reduction of work hours or job loss causing devastating and long-lasting financial consequences for women and their families; and

WHEREAS, paid leave is essential for health, helping to ensure that expecting and new mothers have adequate time and support to address pregnancy related health conditions, recover from childbirth, and bond with a newborn baby or newly adopted child as well as promoting longer periods of breastfeeding and allowing parents to care for children with special needs and chronic illnesses; and

WHEREAS, the population of New York is aging and it is likely that workers will face increasing eldercare demands, so that paid leave is necessary to enable those workers to support the health needs of their aging loved ones without risking their economic security; and

WHEREAS, research has shown that paid leave to care for family members is good for businesses, leading to savings, by increasing employee retention, lowering turnover costs, improving productivity, and enhancing worker morale and loyalty; and

WHEREAS, there is a proposal for a Family Leave Insurance program that will build on an already existing New York state program, Temporary Disability Insurance, that will be financed by small employee payroll deductions, along with expansion and modernization of the existing Temporary Disability Insurance Program; and

WHEREAS, Family Leave Insurance programs similar to the one proposed in New York have been successfully implemented in California and New Jersey (and recently passed in Rhode Island) with no negative economic effects and extremely positive effects for workers, especially low income workers;

THEREFORE, BE IT RESOLVED that we urge that New York State adopt legislation to create a Family Leave Insurance program for the families and businesses of New York State.

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