

GEORGIA FAMILIES NEED PAID FAMILY LEAVE

Right now only 17% of working people in the United States have access to paid family leave through their employer. [1] And although the current Family Medical Leave Act (FMLA) allows some employees to take up to 12 weeks of job-protected unpaid leave, it only covers about 60 percent of employees. Further, many people who are eligible to take FMLA can't afford to take it, because FMLA's unpaid. This lack of paid, job-protected leave is why 1 in 4 new mothers is back at work within 10 days of having a baby [2] and also why 1 in 5 retirees leaves the workforce earlier than planned because they need time away from work to care for a spouse or loved one. [3]

Working families need and deserve a robust detail-driven paid family and medical leave policy. We need a plan that is accessible to all working people, inclusive when it comes defining family, affordable and cost-effective and sustainable for workers, employers, and taxpayers and provides a meaningful length of leave. ***Please read the following stories from Georgia and take them to heart. Our families are counting on you.**

Anissa, East Point

If it weren't for my wonderful co-workers who raised money for us, their father who was constantly sending money and family to help anyway they could. There is no way, we couldn't have gotten through this financially.

Cassandra, Stone Mountain

I was blessed to receive four months of paid leave after my son was born. I was able to breastfeed him, bond with him and recover from a difficult c-section and crippling postpartum depression. Family is the reason most of us do anything.

Providing for our families is why we work so hard – we should be able to care for our newborns and our aging parents without having to give up our jobs or paychecks.

Tanesha, McDonough

I work for USPS, however I do get sick leave and annual leave which when I found out I was pregnant and high risk because of my fibroids and age of 35. I applied for FMLA and found out that I had to use my sick leave or annual leave. I didn't have a lot of leave left so I had to choose between staying at home and risk my mortgage and other bills not getting paid because FMLA would not pay me for being out. So at the end I lost my unborn daughter at 5 months. If I would have been getting that paid leave, I could have had a peace of mind and been resting at home and my baby girl would have just turned one. I was out of work for 6 months due to depression and my bills got behind. I had to take out loans to pay my mortgage. It was horrible and there were times I just wanted to end everything, but my daughter Kayla is the reason why I kept going. I wish things would change for reasons like mine. Everyone should get paid leave.

Bonnie, Canton

When my husband got cancer, the radiation and 1st round of chemo quickly sapped his energy and within a few months he could not longer work. His treatment and surgeries lasted about a year, so he eventually lost his job and then we had to go on Cobra which was very expensive. So double whammy, no job income and insurance jumped about 6X what we were paying before.



**Working families in the United States
LOSE AT LEAST \$20.6 BILLION
IN WAGES EVERY YEAR
due to a lack of access to
paid family and medical leave**

Source: Sarah Jane Glynn and Danielle Corley, "The Cost of Work-Family Policy Inaction: Quantifying the Costs Families Currently Face as a Result of Lacking U.S. Work-Family Policies" (Washington: Center for American Progress, 2016), available at <https://www.americanprogress.org/issues/women/reports/2016/09/22/143877/the-cost-of-inaction/>.)

Join the conversation on Twitter: @MomsRising would love to hear your hopes and plan for #Paid-FamilyLeave. For more stories from your state visit www.MomsRising.org

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[1] <http://www.nationalpartnership.org/our-work/workplace/paid-leave.html> [2] *In These Times: The Real War on Families*
[3] *Keeping Up with the Times: Supporting Family Caregivers with Workplace Leave Policies*, AARP Public Policy Institute