



FEW Fact Sheet

Federal Employee Paid Leave Act

Background: The United States is the only industrialized country not to mandate paid family leave. Paid family leave is essential to protect and keep families together and to give the next generation their best start. While major corporations, like Walmart and Starbucks, have made the news expanding their paid leave policies, only a few of America's largest employers offer any form of paid family leave.

Private-sector companies are leaps and bounds ahead of the federal government in terms of providing paid family leave through the birth of a child, gaining a child through adoption or foster care, and caring for oneself or an ill family member as seen in recent development by America's largest employers.

Sadly, many federal employees have seen their wages fall far behind the private sector. Congress needs to champion the federal employees and march forward for greater paid family leave as seen in the rest of the industrialized world.

Congresswoman Carolyn B. Maloney (D-NY), author of **H.R. 1534, The Federal Employee Paid Leave Act (FEPLA)**; Congresswoman Chrissy Houlahan (D-PA), and House Armed Services Committee Chairman Adam Smith (D-WA) introduced the bill as an amendment to the NDAA, providing 12 weeks of paid leave to federal employees to care for themselves and their families. The amendment *reflects* language in Congresswoman Maloney's **H.R. 1534** and would institute the first federally funded paid family medical leave policy.

The U.S. government should be a model employer, and this bill will help take a big step forward allowing employees to appropriately care for themselves or their families without worrying about job security.

FEW's Position: FEW strongly urge Senators to support **the Federal Employees Paid Leave Act (FEPLA), as part of the National Defense Authorization Act (NDAA).**

TALKING POINTS:

The Amendment would guarantee **12 weeks of paid leave:**



- In the event of the birth of an employee's child and in order to care for such child.
- In the event of the placement of a child with the employee for adoption or foster care.
- It would allow for the care for the spouse, child, or parent of the employee, if such spouse, child, or parent has a serious health condition.
- In the event of a serious health condition that makes the employee unable to perform the functions of the employee's position.
- In the event of any qualifying urgent need arising from the fact that the employee's spouse, child, or parent is on covered active duty (or has been notified of an impending call or order to covered active duty) in the Armed Forces.