

# PAID FAMILY & MEDICAL LEAVE

Every Oregonian should be able to give or get the care they need without risking their ability to pay the bills.

Whether it's a birth or an adoption, needing to care for someone after getting treatment for an illness, or even to get care for yourself, almost **everyone will need to take time off from work for a family or medical issue.**

But because Oregon doesn't have a universal paid family and medical leave policy in place, the majority of us can't actually afford to take time off when we need to. And because of the way our laws are currently written, many Oregonians and their family members aren't legally covered under existing unpaid leave programs.

When hardworking Oregonians — whether they are women; Black, brown, or white; unmarried or low-wage workers — are faced with a family or medical issue, they're **forced to choose between putting food on the table or being with their family.**

Caring for family is important work, and doing it shouldn't mean losing a paycheck. It's time to level the playing field so that all workers can give or get the care they need without risking their financial stability.

It's time for Oregon to have paid family and medical leave. **It's time to care.**

Learn more: [www.TimeForOregon.org](http://www.TimeForOregon.org)

## DID YOU KNOW?

**1 in 4 new moms** in the U.S. go back to work within 2 weeks of having a baby.

### 2019 LEGISLATIVE PRIORITIES

- ✓ Investing in Our Future
- ✓ **Access to the Care We Need**
- ✓ Stable Homes for Families
- ✓ Equal Access to Justice
- ✓ Fairness and Opportunity for Immigrant Families

This is our shot  
**FAIRSHOT FOR ALL**

Fair Shot for All is a part of Time to Care Oregon, the coalition working to pass the FAMILI Equity Act.

Learn more: [www.FairShotOregon.org](http://www.FairShotOregon.org)

**FAIRSHOT FOR ALL**

## THE BENEFITS

Paid family and medical leave is good for all Oregonians, but it impacts our communities in different ways.

### Women's Economic Impact

In most families, it's women who do most of the caregiving, whether it's for children, other adults, or both. Paid family and medical leave will make it easier for women to stay in the workforce and continue bringing home the paychecks their families rely on. This will improve women's ability to stay financially afloat, and ultimately, help narrow the gap between what men and women are paid.

### Barriers for Communities of Color

A long history of rigged rules and a broken system has hurt Black, Indigenous and people of color (BIPOC), making them more likely to work in low-paying jobs and have worse health outcomes than white people. Paid family and medical leave will help address the barriers that BIPOC face, allowing them to give or get the care they need without jeopardizing — or worsening — their ability to support themselves financially.

### Supporting Aging Loved Ones

As older Oregonians age and require more support, many are going without the high quality care they need, are enduring personal challenges alone, or are being placed into costly, institutionalized care — all of which add to the financial and emotional strain that caregiving relatives may already be experiencing. Paid family and medical leave will allow more Oregonians to support aging loved ones and be there during a significant life event, like the end of a parents' life.

## DID YOU KNOW?

**2 in 3 workers** between the ages of 45 and 74 cares for an aging or other adult loved one. For many, this is on top of caring for their own young children.

Learn more: [www.FairShotOregon.org](http://www.FairShotOregon.org)

## DID YOU KNOW?

Only **15%** of people have access to paid family leave at work.

## THE SOLUTION

- All workers — whether they're full-time, part-time, or self-employed — and their employers will make a small contribution into a state-managed insurance fund.
- When a worker needs time to care for themselves or a family member, they will apply for benefits through the state fund.
- Employers will be able to offer this benefit to their employees that they otherwise could not afford, and without the administrative burden.
- The FAMLI Act will use an updated definition of "family member" to recognize those excluded by the current definition (siblings, extended family members, chosen family members, and others), as well as to recognize diverse types of care responsibilities.
- Workers using the paid family and medical leave benefit will be protected against any discrimination, retaliation, or other work-related consequences for using it.

## ABOUT FAIR SHOT FOR ALL

Fair Shot for All is a united movement of more than 30 racial justice organizations, community groups, and labor unions fighting for together for racial, gender and economic justice.

Our priorities tackle critical barriers to safety, health and security and continue to our fight to secure a fair shot for every Oregonian. We are standing up for women, LGBTQ communities, immigrants and working families.

Together, we are sending a message loud and clear every Oregonian needs real opportunity and a fair shot at a secure future.

**FAIRSHOT FOR ALL**