

At some time, everyone will need time off from work for a family or health-related reason.

Proposed Illinois Family Leave Insurance Program (FLIP) HB3470

- An insurance program that provides a partial wage replacement for 1) an employee's serious illness, 2) to care for the serious illness of a family member, or 3) for new parents (birth or adoption).
- Maximum leave of 4 weeks per year.
- Benefit amount capped at 67% of wages, to a maximum of \$380/week.
- Funded by employee premiums of 75 cents/week via a payroll deduction matched by employer contributions.
- All employees and employers covered by paying the same modest amount.
- Job not protected, so the employee must decide if paid family leave is necessary.

Paid leave is needed.

At some point in our lives, most of us will need some time off from work to deal with a serious personal or family medical emergency. New parents need time off to nurture and bond with their newborn or newly adopted children. The federal Family and Medical Leave Act helps some workers, but is not a financially viable option for most working families because it is unpaid.

Five states (CA, HA, NJ, NY, RI) have Temporary Disability Insurance (TDI) with partial wage replacement for employees' medical reasons and maternity leave -- funded by employer and/or employee contributions. California enacted the first comprehensive family leave statute by adding 6 weeks of family leave to its existing TDI program.

Paid leave is good for business.

- Without paid leave, workers come to work sick, or quit or are fired when they have to take time off to care for newborn children or their ill family members.
- The modest cost – 75 cents per week shared equally by employees and employers – will result in higher retention rates and lower costs in turnover and retraining.
- For small employers and the employers of 41% of low-wage workers who offer no sick leave, vacation or personal days, FLIP will allow employers to offer a modest benefit without paying the full cost.

Paid leave is good for workers.

- FLIP will encourage families to balance work/home responsibilities by taking care of one another during critical periods, not depending on government.
- For low-wage workers who can't afford unpaid leaves and live paycheck-to-paycheck, even a modest wage replacement will allow them to get through a health emergency.
- The program will help the "baby-boomer" generation to take care of aging parents – and to enable them to live independently in their own homes.
- For the 78% of mothers who work but have school age children, this program will provide some assistance in case a child becomes ill.

For more information, contact Rep. Julie Hamos at 217-782-8052 Julie@juliehamos.org or Melissa Josephs at Women Employed, 312-782-3902 X234 mjosephs@womenemployed.org