

Resolution for Paid Family Leave

Submitted by: Professional Staff Congress

Whereas, many working people are extremely stressed by the routine time constraints of trying to meet their work and family responsibilities; and

Whereas, such conflicting demands are even more acute at the birth or adoption of a child or when a child, spouse, domestic partner or parent has a serious illness; and

Whereas, the Federal Family Medical and Leave Act only provides for unpaid leave; and

Whereas, many working people cannot afford to use unpaid family leave; and

Whereas, some states and a number of union contracts already offer some paid family leave for childbirth, adoption or serious illnesses of family members, including domestic partners; and

Whereas, women have been the primary caretakers within their immediate and extended families, broadly defined; and

Whereas, women now participate in the paid labor force at almost the same rate as men; and

Whereas, employers have made very few accommodations to these dramatic changes in the labor force and its impact on families; and

Whereas, it is in the interest of employers to reduce the stress employees have between work and home responsibilities; and

Whereas, reducing such stress benefits employers and employees; and

Whereas, the cost is modest if funded through an insurance mechanism specifically designed for family leave as outlined in the FMLA; therefore be it

Resolved, that NYSUT urge the New York State Legislature to include up to 12 weeks paid family leave as a benefit to public and private employers with over 50 employees; and be it further

Resolved, that the cost of paid family leave, at the rate of 80% of full pay, be borne by insurance supplied by employers with 50 or more employees; and be it further

Resolved, that employees who use paid or unpaid family leave not be subject to any loss of standing when they return to work.