



June 29, 2005

The Honorable Pete Stark
The Honorable George Miller
United States House of Representatives
Washington, D.C. 20510

Dear Representatives Stark and Miller:

We are writing to express our support for the "Paid Family and Medical Leave Act of 2005," your legislation to help America's working families maintain their economic security while meeting family and medical needs. The "Paid Family and Medical Leave Act of 2005" provides workers with 55 percent of their wages for up to 12 weeks annually to care for a newborn, newly adopted or foster child, disabled family members or to take care of their own serious illness.

Thanks to the Family and Medical Leave Act (FMLA), more than 50 million working Americans have benefited from unpaid, job-protected leave since its passage 12 years ago. However, because the FMLA guarantees only *unpaid* leave, many women and men are unable to take essential time off when a new baby arrives or a medical crisis strikes. More than three in four (78%) FMLA eligible employees who needed but did not take FMLA leave report that they simply could not afford to take unpaid leave.

The need for this legislation will continue to grow as changing demographics, such as the aging of the U.S. population, increase employees' family responsibilities. The "Paid Family and Medical Leave Act of 2005" would help address these changes by assuring that workers continue to receive some income when they take leave to meet key family responsibilities or to recover from a serious illness that interrupts their ability to act as the family's breadwinner. This legislation will also benefit businesses with cost savings from increased employee retention, health care savings, and through associated increases in productivity and morale.

America's working families need the "Paid Family and Medical Leave Act of 2005" to help them balance the demands of work and family. On behalf of our many members and the millions of families that will benefit from your legislation, we want to thank you for your leadership on this important issue.

Sincerely,

National Partnership for Women & Families
9to5, National Association of Working Women
AFL-CIO

Alpha-1 Foundation
Alpha-1 Association
American Association of People with Disabilities (AAPD)
American Association of University Women (AAUW)
American Federation of State, County and Municipal Employees
The Arc of the United States
Asian Law Caucus
Association of Professional Flight Attendants
BANANAS (Child Care Resource & Referral Agency, Oakland)
Business and Professional Women (BPW), USA
California Child Care Resource and Referral Network
California Labor Federation
California National Organization for Women
California Nurses Association (CNA)
California State Commission on the Status of Women
California Women's Law Center
Candlelighters Childhood Cancer Foundation
Center for Law and Social Policy (CLASP)
Center for Women and Work, Rutgers University, NJ
Chester County Commission for Women, PA
Child Care Law Center, CA
Children's Alliance of New Hampshire
Coalition for Labor Union Women, CA East Bay Chapter
Coalition on Human Needs
Dads and Daughters
DC Employment Justice Center
Equal Rights Advocates
Family Caregiver Alliance (FCA)/National Center on Caregiving
Family Voices
Illinois Maternal and Child Health Coalition
Labor Project for Working Families, CA
Legal Aid Society, Employment Law Center, CA
Legal Momentum
Maine Women's Lobby
NARAL Pro-Choice South Dakota
NARAL Pro-Choice Wisconsin
National Association for the Education of Young Children (NAEYC)
National Association of Child Care Resource and Referral Agencies (NACCRRA)
National Association of Commissions For Women
National Association of Female Executives (NAFE)
National Association of Social Workers (NASW)
National Coalition for Cancer Survivorship
National Council of Jewish Women (NCJW)
National Council of Women's Organizations (NCWO)
National Education Association
National Employment Lawyers Association (NELA)

National PTA
National Senior Citizens Law Center
New Jersey Citizen Action
New Jersey Time To Care Coalition
Older Women's League, CA
Organizacion en California de Lideres Campesinas, Inc.
Paid Leave Collaborative
ParentsWork, IL
Philadelphia Citizens for Children and Youth
RESULTS
San Mateo County Central Labor Counsel
Statewide Parent Advocacy Network (SPAN), NJ
Take Back Your Time
Wider Opportunities for Women (WOW)
Women Employed, IL
Women's Law Project, PA
Women Work! The National Network for Women's Employment
United Auto Workers (UAW)
United Cerebral Palsy
United Steelworkers