

March 20, 2020

Dear Members of Congress:

**We, the undersigned organizations, urge you to co-sponsor and advocate for swift passage of the PAID Leave Act (Providing Americans Insured Days of Leave Act), introduced by U.S. Senators Patty Murray (D-WA) and Kirsten Gillibrand (D-NY), and Congresswoman Rosa DeLauro (D-CT).**

The spread of COVID-19 has highlighted the health and economic consequences faced by working people when they lack access to paid sick days and paid family and medical leave. In the United States, more than 32 million workers lack access to paid sick days, and for low-income workers it's even worse. While 93 percent of the highest-wage workers have access to paid sick days, only 30 percent of the lowest wage workers do. Workers in jobs that require frequent contact with the public, including those in food preparation and service, personal home care, and child care, are among the least likely to have paid sick days and the most likely to be unable to afford to take unpaid time away from work. Furthermore, only 19 percent of the workforce has access to longer-term paid family leave through their employer, and only 40 percent has access to paid medical leave through their employer.

The Centers for Disease Control and Prevention have recommended that individuals who may have been exposed to COVID-19 self-quarantine for 14 days. Individuals may also need to stay home longer if they are diagnosed with COVID-19, or if their workplace or family member's school or place of care is closed for longer than 14 days. But for people without access to paid sick days and paid family and medical leave, this is a near impossibility. Millions of workers face the devastating decision between risking their own health (and that of their families and communities) or risking the loss of a paycheck or job. No one should face this choice, let alone during an unprecedented public health emergency.

The Families First Coronavirus Response Act (H.R. 6201) included historic provisions requiring some employers to provide limited paid sick days and paid leave for certain caregiving purposes during the current COVID-19 crisis. However, working families need much more. The limited scope of these provisions, particularly the carve-out for workers at businesses with 500 or more employees, the hardship exemption eligibility for businesses with fewer than 50 employees, the narrow reasons for taking leave and the absence of any permanent paid sick time or paid leave provisions to protect workers in the years to come will leave too many working people behind.

The PAID Leave Act closes these loopholes and addresses these urgent needs. It builds off of the Healthy Families Act and the Family and Medical Insurance Leave (FAMILY) Act to ensure that working people have access to 14 days of paid sick leave and 12 weeks of paid family and medical leave for use during the COVID-19 outbreak or any future public health emergency. It provides paid time for those who may have been exposed to the virus to self-quarantine; for those who contract the disease to heal, seek treatment and self-isolate; , and for those with affected loved ones to care for them. It also covers lost income in the event of workplace, school, or place of care closings.

This bill also recognizes that people need time off from work when there isn't a public health emergency, and provides up to seven earned paid sick and safe days annually to recover from short-term illnesses, access preventive care, care for a sick loved one, or seek assistance related to domestic violence, sexual assault or stalking. It also creates a permanent paid family and medical leave insurance system to welcome a new child, care for loved ones, and address serious personal medical issues. Notably, having these essential policies in place before a future public health emergency can help workers, workplaces and communities respond more effectively and equitably for the good of everyone.

We urge all members of Congress to co-sponsor this bill and advocate for its swift passage. Our society is only as healthy as its most vulnerable members. Now more than ever, we must recognize that we all have a stake in ensuring that working people have access to paid sick and safe days and paid family and medical leave.

Sincerely,

1,000 Days  
A Better Balance  
AFSCME 65  
Albuquerque SURJ  
All-Options  
Alliance for Retired Americans  
Allied Progress  
Amara Legal Center  
American Academy of Pediatrics  
American Association of University Women (AAUW)  
American Federation of Teachers, AFL-CIO  
American Muslim Health Professionals (AMHP)  
American Psychiatric Association Women's Caucus  
American Public Health Association  
Americans for Democratic Action (ADA)  
AnitaB.org  
Arizona Center for Economic Progress  
Asian Pacific American Labor Alliance, AFL-CIO  
Asian Pacific Institute on Gender-Based Violence  
Asian Real Estate Association of America (AREAA)  
Association of Flight Attendants-CWA  
Association of University Centers on Disabilities (AUCD)  
Associations of Schools and Programs of Public Health  
Autistic Self Advocacy Network  
Black and Pink  
Black Women's Roundtable  
Breastfeeding Task Force of Greater Los Angeles  
California Employment Lawyers Association  
Caring Across Generations  
Casa de Esperanza: National Latin@ Network for Healthy Families and Communities  
Center for American Progress  
Center for Economic and Policy Research  
Center for Law and Social Policy (CLASP)

Center for LGBTQ Economic Advancement & Research  
Center for Popular Democracy  
Center for Science in the Public Interest  
Child and Family Policy Center  
Child Welfare League of America  
Children's Defense Fund  
Children's Defense Fund - New York  
Chinese American Planning Council  
Coalition of Labor Union Women  
Coalition on Human Needs  
Collaborative for Health Equity Cook County  
Connecticut Voices for Children  
Connecticut Women's Education and Legal Fund (CWEALF)  
Demos  
Domestic Violence Legal Empowerment and Appeals Project  
Economic Opportunity Institute  
Economic Policy Institute  
Equality California  
Equality North Carolina  
Every Child Matters  
Family Equality  
Family Forward Oregon  
First Focus Campaign for Children  
First Focus on Children  
Forward Together Action  
Futures Without Violence  
Gender Justice  
Global Policy Solutions  
GLSEN  
Greater New York Labor-Religion Coalition  
Hawai'i Children's Action Network  
Health & Medicine Policy Research Group  
HealthxDesign  
Heartland Alliance for Human Needs & Human Rights  
Human Impact Partners  
In the Public Interest  
Indivisible  
Iowa Policy Project  
ISALAH - MN  
Jewish Women International  
Justice for Migrant Women  
Justice in Aging  
Labor Project for Working Families  
Los Angeles LGBT Center  
Maine Center for Economic Policy  
Maine Coalition to End Domestic Violence  
Maine Women's Lobby Education Fund  
March of Dimes  
Michigan League for Public Policy

Midwives Association of Washington State  
MomsRising  
Mothering Justice  
Movement Advancement Project  
NAACP  
NARAL Pro-Choice America  
National Asian Pacific American Women's Forum (NAPAWF)  
National Association of Councils on Developmental Disabilities  
National Association of Social Workers  
National Association of Social Workers Connecticut Chapter  
National Center for Law and Economic Justice  
National Center for Learning Disabilities  
National Center for Lesbian Rights  
National Center for Parent Leadership, Advocacy, and Community Empowerment  
(National PLACE)  
National Center for Transgender Equality  
National Coalition for Asian Pacific American Community Development (National  
CAPACD)  
National Council of Jewish Women  
National Domestic Violence Hotline  
National Employment Law Project  
National Institute for Reproductive Health (NIRH)  
National Lawyers Guild Labor and Employment Committee  
National Network of Public Health Institutes  
National Network to End Domestic Violence  
National Organization for Women  
National Partnership for Women & Families  
National Resource Center on Domestic Violence  
National Women's Law Center  
National Workrights Institute  
NETWORK Lobby for Catholic Social Justice  
NYS Public Employees Federation  
Oasis Legal Services  
Oxfam America  
Paid Leave for All  
Paid Leave for the United States (PL+US)  
People's Action  
Physicians for Social Responsibility, San Francisco Bay Area Chapter  
Poder Latinx  
Positive Women's Network-USA  
Promundo-US  
Public Advocacy for Kids (PAK)  
Public Citizen  
Public Health  
ReproJobs  
RESULTS  
Shriver Center on Poverty Law  
Silver State Equality-Nevada  
Tash

The Forum for Youth Investment  
The Fund for Community Reparations for Autistic People of Color's Interdependence,  
Survival, and Empowerment  
The Ohio Women's Public Policy Network  
TIME'S UP Now  
Transport Workers Union  
Trust for America's Health  
UCLA  
UFCW Local 1189  
Ujima Inc: The National Center on Violence Against Women in the Black Community  
UnidosUS  
Union for Reform Judaism  
United for Respect  
Washington Lawyers' Committee for Civil Rights and Urban Affairs  
We All Rise  
We Testify  
West Virginia Center on Budget and Policy  
William E. Morris Institute for Justice  
Women and Girls Foundation of Southwest PA  
Women Employed  
Women's Law Project  
Women's Rights and Empowerment Network  
Working Partnerships USA