SB 1234: The Family & Medical Leave Insurance Act

Sponsor: Sen. Ram Villivalam

At some point, nearly everyone needs time to recover from a serious illness, care for a sick loved one, or welcome a new child. But 62% of Illinois families cannot even take the *unpaid* leave they need without risking their jobs or their economic security.

Paid family and medical leave keeps workers attached to their jobs and the workforce when they have to take time off to care for themselves or their family members. It helps small businesses stay competitive by helping them attract and retain talent.

Evidence shows that paid leave leads to a wealth of benefits related to child development, child and caregiver health, and caregiver educational attainment and career development.

Paid family and medical leave has broad public support: 79% of voters—including 67% of Republicans, 77% of Independents, and 93% of Democrats—support a permanent paid family and medical leave program.

The Family and Medical Leave Insurance Act creates a state-run insurance program that allows Illinois workers to use up to 26 weeks of job-protected leave a year:

- To welcome a new child into the home;
- To maintain a healthy pregnancy;
- For their own or a family member's illness;
- For reasons related to domestic or sexual violence;
- For reasons related to military service;
- Due to a public health emergency or disaster;
- Due to school or child care closures.

Did You Know?

- In 73% of all Illinois households with children—more than 2 million homes—all parents have paying jobs.

- Illinois mothers are key family breadwinners in 84% of Black families, 49% of Latinx families, and 48% of white families.

With a contribution from employers of **less than 1% of wages**, employees can earn more than half their weekly wage while on leave, with low-paid workers earning up to 90% of their weekly wage.

Eleven states and the District of Columbia have paid family and medical leave laws on the books. **Illinois must pass SB 1234, the Family and Medical Leave Insurance Act!**