



# Expanding Paid Leave in Delaware

## Current Issue

Federal code under the Family Medical Leave Act (FMLA) requires employers to provide 12 weeks of **unpaid** leave to employees. The federal FMLA only applies to employers with greater than 50 employees, which excludes many other Delawareans from this benefit. Unpaid leave is insufficient at supporting employees' financial expenses and often results in financial hardships. This gap in paid leave disproportionately impacts women, creating further inequities and hardships.

## Key Solution

A comprehensive family and medical leave bill that provides a standard of **12 weeks** of job protected, compensated time off of work for personal and family matters. The creation of a state insurance program is an innovative way to provide this benefit with minimal costs to the employee or employer.

## Sample Policy Language

Delaware employees that identify as full-time, part-time, temporary, seasonal, and self-employed should be granted a standard of 12 weeks of paid time off (16 for extenuating circumstances) when meeting the following criteria:

1. Bonding with a new child (birth, adoption, foster care)
2. Caring for a personal serious health condition
3. Caring for a family member's serious health condition
4. Immediate family member being called to report for active duty
5. Needing leave for safety

**Take Action! Support paid leave legislation that supports all Delaware employees as they work to balance their professional and personal lives.**