

## **PAID FAMILY AND MEDICAL LEAVE**

**WHEREAS**, nearly all workers need to take time away from work at some point to deal with a serious personal or family illness or to care for a new child; and

**WHEREAS**, laws providing paid family and medical leave allow workers to meet those needs without jeopardizing their economic security; and

**WHEREAS**, the Family Medical Leave Act (FMLA) provides unpaid family and medical leave, but most U.S. workers cannot fully access FMLA because they cannot afford to take unpaid leave from work; and

**WHEREAS**, the percentage of women working full-time and acting as the sole or primary earner in their household has increased exponentially; and the percentage of men desiring paternity leave, time to bond with their newborn child and to play an active and equal role in their child's care has also increased; and

**WHEREAS**, despite these changes in traditional gender roles, care work for children and ailing parents and other family members still falls disproportionately on the shoulders of women, which has been all the more apparent in the midst of the COVID-19 pandemic; and

**WHEREAS**, the COVID-19 pandemic has shown that paid leave is a public health necessity, the absence of which has resulted in death and illness, and has prolonged the pandemic overall; and

**WHEREAS**, the United States is the only industrialized nation that does not provide paid maternity leave to its citizens; and

**WHEREAS**, women will never be fully equal in the workplace until we normalize pregnancy and family care work, prioritize work/life balance and provide subsequent support and accommodation; and

**WHEREAS**, the Teamsters Union as a representative of the broader movement in support of the rights of all workers believes it is right to set standards in federal and state law to ensure a basic level of fairness and dignity for all work and workers.

**NOW, THEREFORE, BE IT RESOLVED** at this 30<sup>th</sup> International Convention that the International Brotherhood of Teamsters will support state and federal legislation which mandates paid sick and family leave for all U.S. workers.