



**Paid Leave  
Coalition**



# AGENDA

Introductions

The History of Paid Leave Advocacy in Indiana

Coalition Members

Federal Updates

Building Our Strategy

What's Next



# INTRODUCTIONS

**(PLEASE USE THE LINK PROVIDED IN THE CHAT)**

Name

Organization/Individual

Your Connection To Paid Leave

(This Can Be A Personal Story Or Just Why You Are  
Passionate About It)

How Long Have You Been Part of the Coalition?

# WHAT IS PAID LEAVE



## Types of Paid Leave

1. Family and Medical Leave
  - a. Parental Leave
  - b. Medical Leave
  - c. Family Leave
2. Paid Sick Days
3. Safe Leave
4. Vacation

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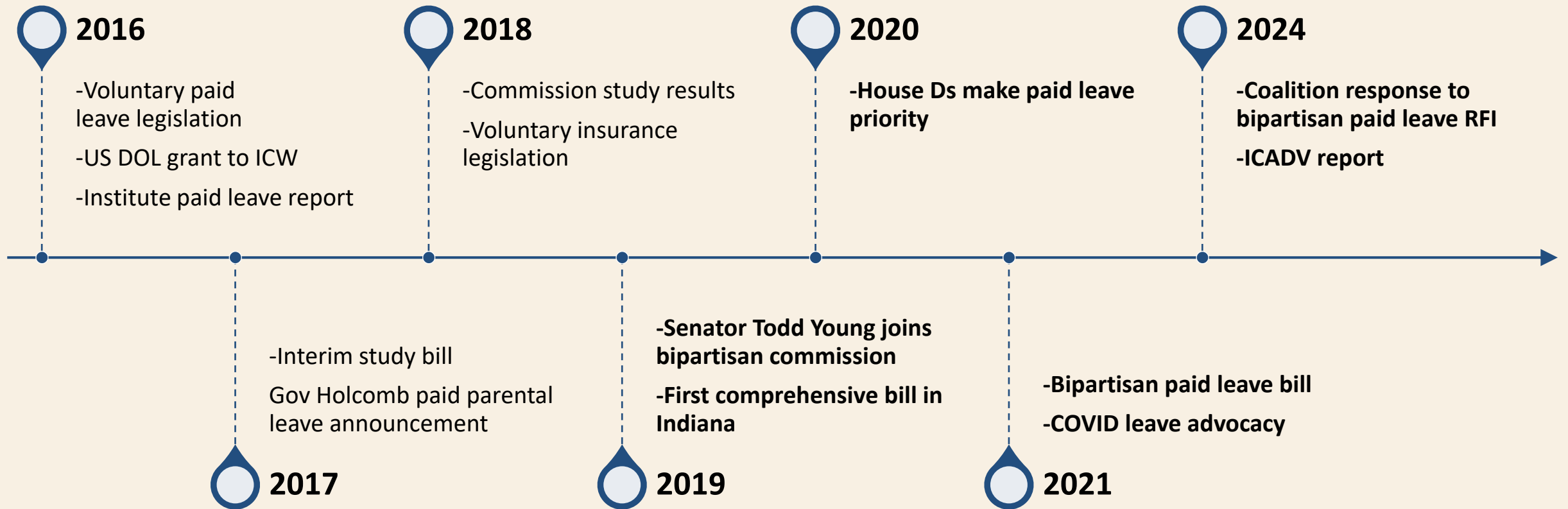
# HISTORY OF PAID LEAVE IN INDIANA

*We can't change history, but we can create the future.*

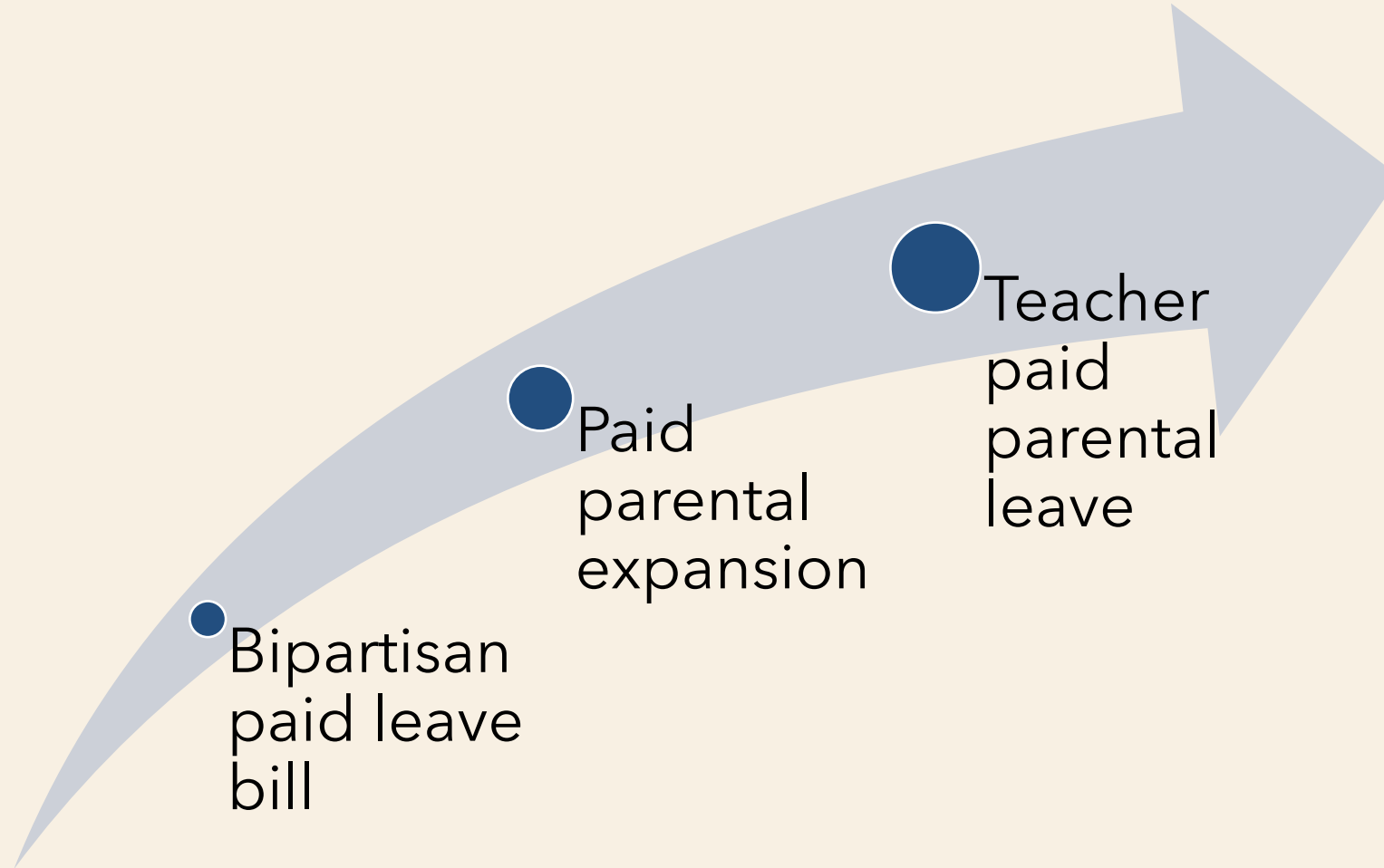
*-Erwin Raphael McManus*



# STATE LEGISLATION AND REPORTS



# 2025 ACCOMPLISHMENTS



# COALITION MEMBERS



WHO'S HERE?



WHO SHOULD BE  
HERE?



# FEDERAL BILLS

## **Caring for All Families Act** ([H.R. 1002/S. 437](#))

47 co-sponsors in the House, 10 co-sponsors in the Senate

Expands the FMLA's family definition to include a broader set of relationships, including chosen family.

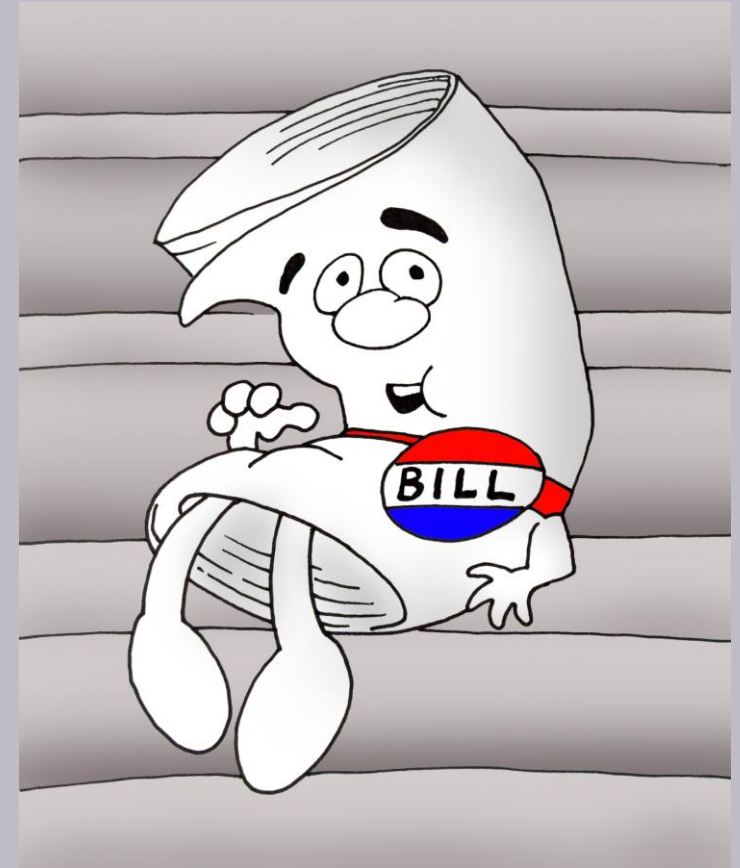
- adult children, in-laws, domestic partners
- educational and extracurricular activities

## **Job Protection Act** ([H.R. 1035/S. 408](#))

61 co-sponsors in the House, 8 co-sponsors in the Senate

Expands access to job-protected leave under the FMLA

- 12 months to 90 days
- 50 employees to 1 or more



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# FEDERAL BILLS

## BILLS NOT YET INTRODUCED

**FAMILY Act** ([H.R. 3481](#)/[S. 1714](#) in the 118th Congress)  
**Introduced Mid-July (endorsement letter)**

Creates a national paid family and medical leave insurance program.

*Funded by general revenues*

**Healthy Families Act** ([H.R. 3409](#)/[S. 1664](#) in the 118th Congress)

Requires that employers allow their employees to earn up to seven paid sick days per year.

**Comprehensive Paid Leave for Federal Employees Act** ([H.R. 856](#)/[S. 274](#) in the 118th Congress)

Converts unpaid caregiving & medical FMLA leave to paid leave for federal employees (parental is currently paid)





# BUILDING OUR STRATEGY

*Planning is bringing the future into the present so you can do something about it.*

*-Alan Lakein*

# MESSAGING & FINANCING

## Messaging

- Statewide Paid Leave Insurance Plan
- Self sustaining
- Employers do not have to manage it

## Models of Payment:

- 100% Employer covered
- 100% Employee covered
- Partially covered by both employees and employers

## Additional Considerations:

- Percentage of pay given varies
- Wage base threshold
- Tax incentives for businesses

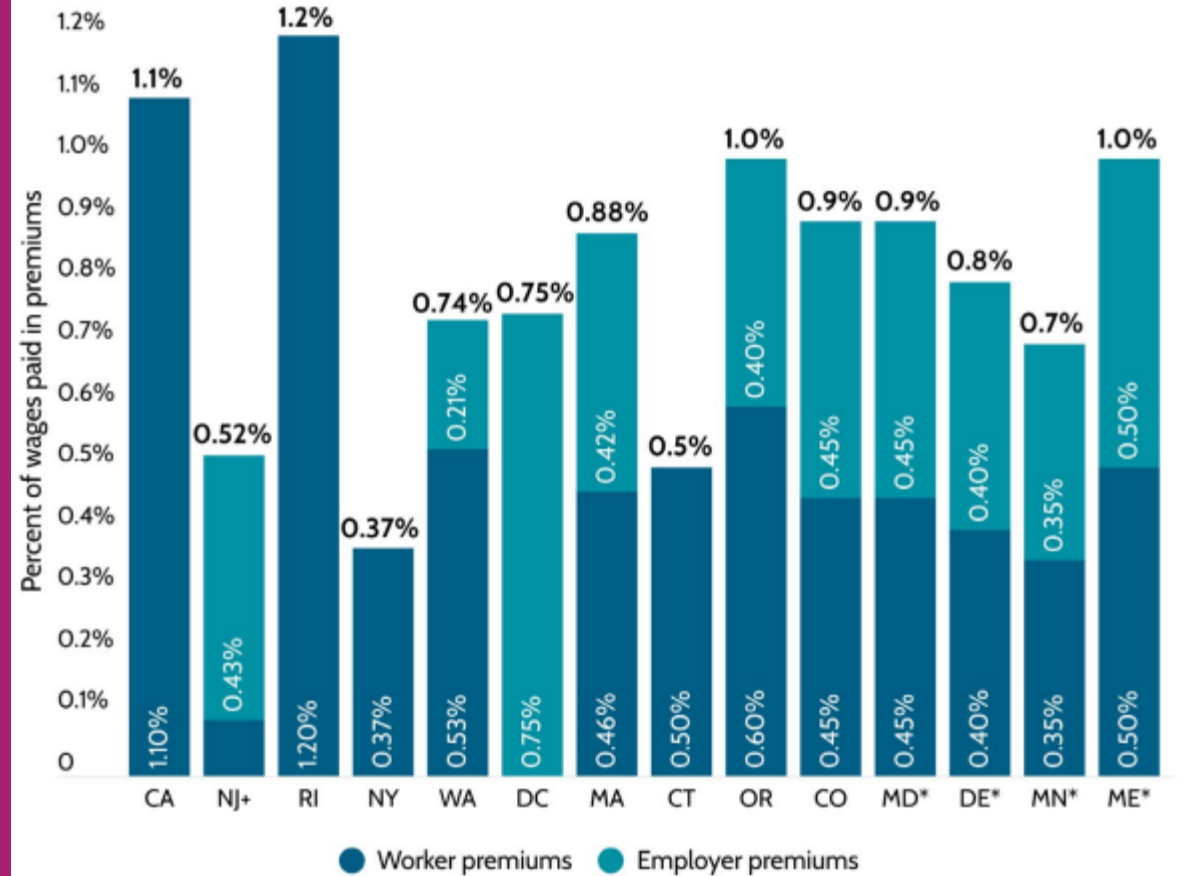
### Premium Split by Leave Type

State	Family Leave	Medical Leave
California	Workers	
Colorado	Both	
Connecticut	Workers	
Delaware	Both	
District of Columbia	Employers	
Maine	Both	
Maryland	Both	
Massachusetts	Workers	Both
Minnesota	Both	
New Jersey	Workers	Both
New York	Workers	Both
Oregon	Both	
Rhode Island	Workers	
Washington	Workers	Both

[PN3\\_PFML-Funding-Brief\\_FINAL.pdf](#)



## 2024 Premium Rates for Workers and Employers



+ Employer premium varies by employer size; cited rate reflects midpoint of range

\* Indicates the state has not yet begun collecting premiums.

Note: States are listed in order of implementation.

# PLANS FOR 2025-2026

- Teacher Leave
- Small business connections, advocacy, stories, and research
- Adults caring for adults/elder care
- Contact list by location
- Op-eds readily available
- Scheduling meetings with legislators
- Assisting with letter and story writing
- Host a paid leave "interim" session with policymakers





# WHAT'S NEXT

*"Communities have to stop looking at [caregiving] as a women's issue. It is a family issue. It is an economic issue. It is a community issue."*

*- Participant's response from Hoosier Women Speaks Initiative*



# PARTICIPATION & COMMUNICATIONS

**\*What gifts and talents do you have?**

- Coalition Building
- Education and Awareness Raising
- Event Planner

**How would you like to best receive communications?**



# NEXT STEPS

- \*\*\*Advocacy opportunities
- Meeting with the governor's office / committee chairs / champions
- Training sessions
  - Engaging with legislators
  - How to write your story?
  - Education



# THANK YOU

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