



207 E Buffalo Street, Suite 211  
Milwaukee, WI 53202

 FamilyValuesAtWork  
 @FmlyValuesWork

December 16, 2021

President Joseph R. Biden  
1600 Pennsylvania Avenue NW  
Washington, DC 20500

Vice President Kamala Harris  
1600 Pennsylvania Avenue NW  
Washington, DC 20500

CC: Ron Klain, Chief of Staff, Susan Rice, Director of the United States Domestic Policy Council, Cedric Richmond, Senior Advisor to the President & Director of the White House Office of Public Engagement

Dear President Biden and Vice President Harris,

Family Values @ Work (FV@W) and our network grew out of the recognition that valuing caregiving and enabling people to be good providers and good family members is key to achieving racial, gender and economic equity. The goal was to build capacity and share resources, messaging, best practices and lessons from the field, creating the movement, momentum and models to pave the way for strong national standards. Our movement has grown into a network of organizations in twenty-seven states, with significant experience fostering grassroots coalitions and policy change in a geographically diverse set of locations. Our network has shaped the debates around Earned Sick Days (ESD) and Paid Family and Medical Leave (PFML), engaged a wide range of partners, and guided development of the most inclusive policies to date, and with other partners passed paid leave in 10 states including Washington, D.C., and paid sick and safe days in more than 50 jurisdictions. **We are writing to request a meeting on the urgent need for paid leave to be prioritized in Build Back Better.**

Our coalitions have brought together more than 2,000 diverse partner organizations, from restaurant workers to restaurant owners, those who want to fight poverty and fight asthma, labor unions and business owners, faith leaders and people who care about young children and seniors, immigrants and LGBTQ communities, and more. Above all, we have engaged thousands of people affected by the lack of paid family and medical leave and enabled them to see that change is possible and that they are the agents of that change. We are heartened that this fight has been brought to the federal level with the House passage of Build Back Better. We remain committed to seeing a comprehensive paid family and medical leave program passed by the Senate and signed into law by the President.

It is critical that the final reconciliation package creates effective policies that will have lasting impact on the millions of families in need of paid family and medical leave. Our years of leadership have taught us what effective policies look like and we were pleased

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to see several key equity provisions we have won at the state level included in the House version of Build Back Better. This included:

1. **Covering all workers:** Eligibility for this program must ensure that part-time, seasonal, and undocumented workers as well as workers on tribal lands and home care workers are able to access this benefit. When considering the eligibility requirements, it is vital to have equitable access to the program.
2. **Inclusivity:** Includes a definition of family that recognizes the diversity of families in the U.S., so that every worker can care for their loved ones.
3. **Meaningful wages:** Provides a progressive wage replacement rate that ensures all workers, including low-income workers, can afford to use their leave and still meet their families' needs.
4. **Strong administration and implementation:** This national paid leave law must become a permanent program, and follow the lead of state programs to ensure that states have the time and resources to implement this benefit correctly.

We recognize that the funding available in this package is limited and the paid leave proposal is a compromise that lays the foundation for an even stronger program in the future. We are excited by the many, many vital progressive policies that stand to be enacted in Build Back Better, but we cannot Build Back Better without paid leave. Beyond the financial reality that families lose over \$22 billion in income annually without paid leave, we can no longer afford the human cost of life without paid leave. We can no longer live in a world where parents are forced to choose between being at their children's side during cancer treatments or working to afford to pay for those treatments. No one should have to say goodbye to their dying father on Facetime because they cannot afford to be there. Parents of all genders have a right to bond with their new children. It does not have to be this way. We need you to prioritize passing the first-ever national paid family and medical leave program with strong and inclusive provisions that we have seen work in states across the country.

We look forward to meeting with you to discuss how we can only Build Back Better with paid leave.

Signed,

9 to 5 Colorado  
9 to 5 Georgia  
9 to 5 Wisconsin  
AccessMatters  
Access Reproductive Care-Southeast  
American Medical Women's Association (AMWA)  
Amplify Georgia  
Bucks County Women's Advocacy Coalition

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California Partnership to End Domestic Violence  
California Work & Family Coalition  
Center for Women  
Citizen Action of New York  
Coalition for Social Justice  
Connecticut Women's Education and Legal Fund (CWEALF)  
Corazón Arizona (Member of Faith in Action)  
Economic Opportunity Institute  
Economic Progress Institute  
Equity Before Birth  
Family Forward Oregon  
Family Values @ Work  
First 5 California  
Florida Black Women's Roundtable  
Friends Committee on Legislation of California  
Georgia Budget and Policy Institute  
Hawai'i Children's Action Network Speaks!  
ISAIAH (MN)  
Jewish Center for Justice  
Just Harvest  
Main Street Alliance  
Maine Women's Lobby  
Make It Work Nevada  
Maternity Care Coalition  
Mid-Day Women's Alliance of Appleton, WI  
Mothering Justice  
National Council of Jewish Women Pittsburgh Section  
NC Families Care Coalition  
New Jersey Citizen Action  
New Jersey Time to Care Coalition  
North Carolina Justice Center  
Paid Leave Leadership Program  
Pennsylvania Budget and Policy Center  
Pittsburgh Metropolitan Area Hispanic Chamber of Commerce  
Poder Latinx  
PUMP  
Rep. Kim Schofield, Georgia General Assembly  
TakeAction Minnesota  
The 99% Pennsylvania Campaign  
The GA Coalition Against Domestic Violence  
The National Coalition of 100 Black Women, Inc. Queen City Metropolitan Chapter  
The Restaurant Opportunities Center United  
The Restaurant Opportunities Center of Pennsylvania (ROC PA)

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The Restaurant Opportunities Center of New Orleans (ROC NOLA)  
The Restaurant Opportunities Center DC (ROC DC)  
The Restaurant Opportunities Center of Minnesota (ROC MN)  
The Restaurant Opportunities Center of Mississippi (ROC MS)  
Unitarian Universalist Justice PA  
Single Mom Defined  
Southern Maine Workers Center  
Washington Work & Family Coalition  
Wisconsin Council of Churches  
Women and Girls Foundation of Southwest Pennsylvania  
Women Employed  
Worker Justice Wisconsin  
Workers Defense  
YWCA Greater Atlanta

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