

Congress of the United States
Washington, DC 20515

August 19, 2019

The Honorable Adam Smith
Chairman
House Armed Services Committee
2216 Rayburn House Office Building
Washington, DC 20515

The Honorable Mac Thornberry
Ranking Member
House Armed Services Committee
2216 Rayburn House Office Building
Washington, DC 20515

Dear Chairman Smith and Ranking Member Thornberry,

As you prepare for conference regarding the FY20 National Defense Authorization Act, we write to respectfully urge you to maintain the language of H.R. 1534, the Federal Employee Paid Leave Act. This language was included in H.R. 2500, the National Defense Authorization Act, which passed the House.

The demographics of the American workforce are changing. The labor force participation rate among women who are likely to give birth is growing and so is the share of fathers who want and expect paid parental leave. Our workforce is also aging, creating a shortage of family caregivers and leaving that responsibility to family members. Only 8 percent of the federal workforce is under 30, compared to 24 percent of the total labor force. With more than 31 percent of the federal workforce eligible to retire within the next five years, we have major recruitment challenges on the horizon. Offering paid family leave is a good first step towards meeting them.

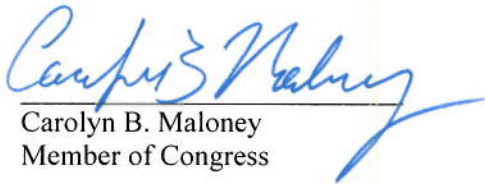
The House-passed NDAA provision, which is identical to the Federal Employee Paid Leave Act, would: provide 12 weeks of paid parental leave in connection with the birth, adoption or foster placement of a new child; allow for up to 12 weeks of paid family leave to care for an immediate family member with a serious medical condition; provide employees with 12 weeks of paid leave if they are unable to work due to a serious medical condition; and provide up to 12 weeks of paid leave for other purposes that qualify for unpaid leave under the Family and Medical Leave Act (FMLA), including for certain military, caregiving and leave purposes.

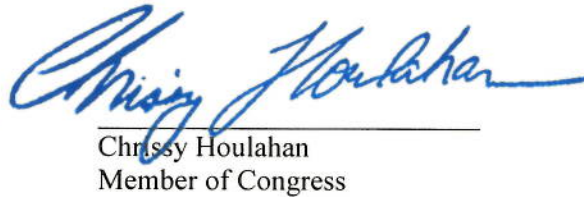
American employees deserve paid time off work to care for their loved ones with the assurance that their job will be waiting for them when they come back. Research has shown that lack of paid leave policies results in loss of talent (particularly women), loss of productivity, and loss of economic activity. However, only 17% of workers in the US have access to paid family leave through their employers and fewer than 40% have access to paid personal medical leave.

The US Federal government is the largest employer in the nation and should be a model when it comes to family friendly work policies, and the American people agree. 84% support a national paid family and medical leave policy that covers ALL working people. This policy will ensure that the Federal Government remains competitive in hiring and allows employees to care for themselves and their loved ones without sacrificing financial security. Paid family leave for government employees benefits the workforce, the government and the nation.

While we recognize that the language in the House-passed bill extends beyond the strict jurisdiction of the Armed Services committees, we believe that this legislation is important for our national security. We must recruit and retain capable professionals to our DOD workforce, and offering paid parental leave is an important component of competing with the private sector for that talent. Therefore, we respectfully urge that H.R. 1534, the Federal Employee Paid Leave Act be included in the final package that the conference committee reports. We thank you for your attention to this matter.

Sincerely,


Carolyn B. Maloney
Member of Congress

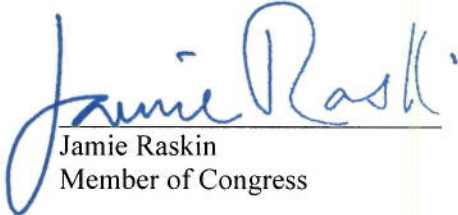

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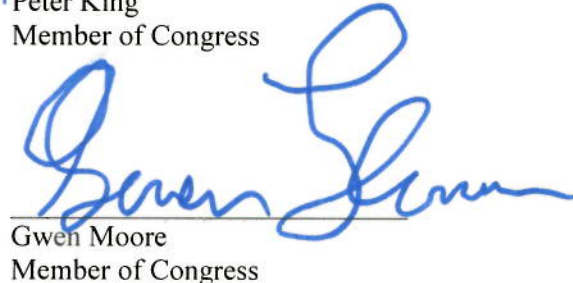

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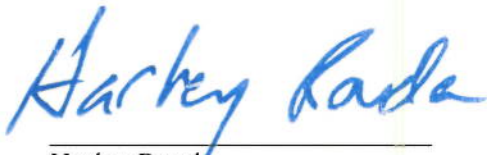

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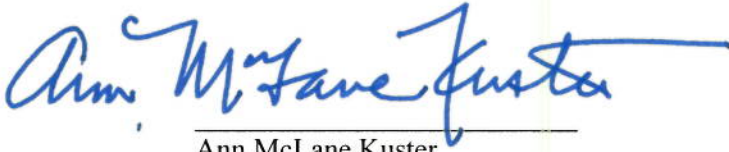

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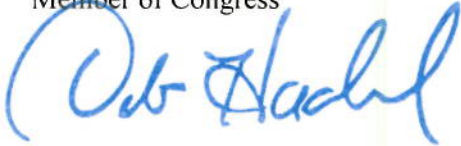
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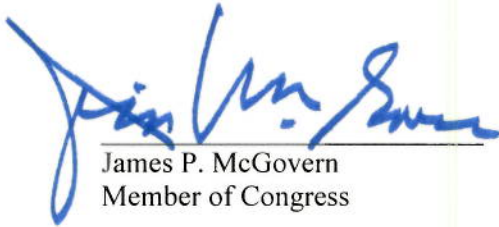
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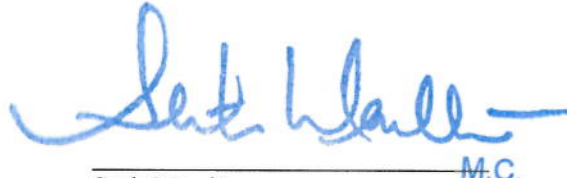


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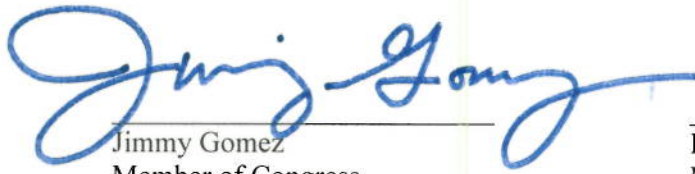
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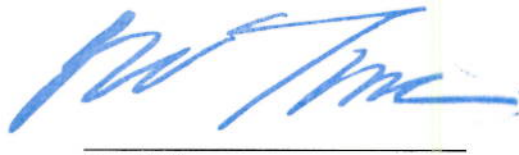

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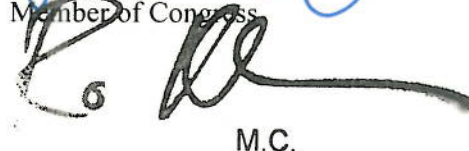

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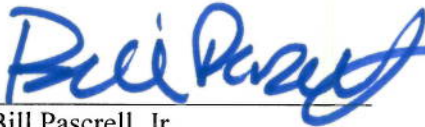

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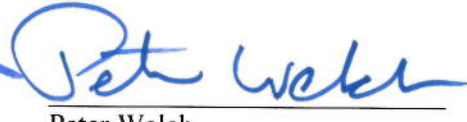
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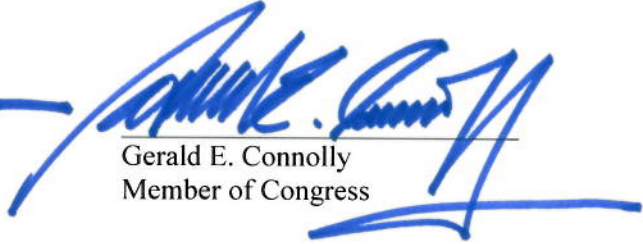
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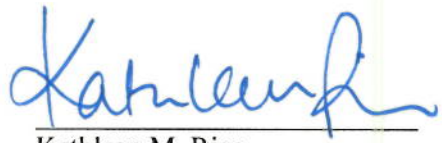
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