



Congress of the United States
House of Representatives
Washington, DC 20515-3605

December 1, 2023

The Honorable Mike Johnson
Speaker
US House of Representatives
H-232, the Capitol
Washington, DC 20515

Dear Speaker Johnson:

We write to inform you of the creation of our Bipartisan Paid Family Leave Working Group earlier this year. As the first working group in the House of Representatives dedicated to this issue, our goal is to create a bipartisan paid family leave policy that supports American families and businesses. Throughout the 118th Congress, we will continue to explore and examine the many aspects of paid family leave policy at both the state and federal level with our ultimate goal of creating a federal policy.

This year marks 30 years since the *Family and Medical Leave Act* (FMLA) (Pub. L. 103–3) was signed into law. This landmark piece of legislation has had a tremendous impact on American families as it provides the ability for workers to keep their jobs when they need to take time off for circumstances such as the birth of a new child or a serious health condition for themselves or a family member.

Despite the historic impact of FMLA, the need for access to paid family leave continues to increase. Only 25%¹ of American workers have access to any type of paid family leave while 64%² of American households are dual income. Even more notable is that only 56%³ of Americans are eligible for unpaid, job-protected leave. It is clear that current policy is not meeting the needs of our economy, businesses, and American families and our Working Group is committed to addressing this challenge in a bipartisan fashion.

The small margin between the majority and minority is an opportunity to work together to find bipartisan consensus on an issue that is important to American families, with 53%⁴ of working

¹ [EBS Home : U.S. Bureau of Labor Statistics \(bls.gov\)](https://www.bls.gov)

² [COVID-19's Effects on Dual-Earner Households | St. Louis Fed \(stlouisfed.org\)](https://www.stlouisfed.org)

³ [Reforming FMLA to Expand Employee Coverage and Reduce Employer Burdens | Bipartisan Policy Center](https://www.bipartisanpolicycenter.org)

⁴ [Mothers in the Workforce: Takeaways from BPC-Morning Consult Poll | Bipartisan Policy Center](https://www.bipartisanpolicycenter.org)

moms saying that paid family leave would increase their financial security and help them stay in the workforce. As we work throughout this year to create a national paid family leave policy, we look forward to collaborating with you to pass meaningful bipartisan legislation that supports both American families and businesses.

The United States is one of eight countries that does not guarantee paid leave for families. The other nations are Papua New Guinea, Suriname, Micronesia, the Marshall Islands, Nauru, Palau and Tonga. In order to continue as a competitive leader on the global stage, this must change for our economy, our families, and our nation.

Sincerely,



Stephanie Bice
Member of Congress



Chrissy Houlahan
Member of Congress



Julia Letlow
Member of Congress



Colin Allred
Member of Congress



Mariannette Miller-Meeks, M.D.
Member of Congress



Haley Stevens
Member of Congress