



Social Security Earned Leave

Join the Conversation

Overview

Social Security Earned Leave is a proposed solution to expand access to parental leave benefits without raising taxes, growing the government, or hurting workers' economic opportunities. It would offer new parents the opportunity to receive early Social Security benefits for parental leave in exchange for delaying the collection of retirement benefits by an equal amount of time.

Join the Conversation on Social Media

In your social media posts, please include the hashtags #SSEL and #PaidLeave, the link to our main site (<http://www.iwv.org/paid-leave.php>), images when needed, and let others know why you support Social Security Earned Leave. You can also mention @IWV or @IWF in your posts.

Handles to Follow, Retweet, or Mention: @IWV, @IWF

Hashtags to include: #SSEL + #PaidLeave

Images: Feel free to include the images at the bottom of this kit with any social media posts.

Contact Info: If you have questions please email us at info@iwf.org.

Suggested Social Media Posts

Share these suggested posts **broken down by subcategories** to raise awareness and support for our Social Security Earned Leave approach. Feel free to incorporate your own stories of why and how this proposal would help you, your friends, or your loved ones. And don't forget to use #SSEL and #PaidLeave.

What is Social Security Earned Leave?

- .@IWF developed an innovative plan to expand #paidleave: Social Security Earned Leave. It works within the framework of Social Security, it's voluntary and budget neutral over the long term, and it doesn't raise taxes or hurt businesses: <http://www.iwv.org/paid-leave.php>. #SSEL
- Social Security Earned Leave is optional and involves a tradeoff: taking 12 weeks for parental leave now in exchange for delaying retirement by 12 weeks at age 67. <http://www.iwv.org/paid-leave.php> #SSEL
- Social Security Earned Leave is a common-sense, simple solution for #paidleave. It won't raise taxes, grow the government, or hurt businesses. Learn more: <http://www.iwv.org/paid-leave.php> #SSPL
- Social Security Earned Leave does not change existing compensation structures for workers or displace private arrangements between employers and workers. It helps those who don't have access to #paidleave. <http://www.iwv.org/paid-leave.php>. #SSEL
- Social Security Earned Leave requires NO new taxes, and gives parents the flexibility and freedom to access the benefits they've already earned through a government program that already exists: <http://www.iwv.org/paid-leave.php> #SSEL #paidleave
- Social Security Earned Leave is an innovative & modern plan to expand #paidleave. It is voluntary, gender neutral, & budget neutral over the long term. It requires no new taxes & depends strongly on the principle of personal responsibility. <http://www.iwv.org/paid-leave.php>
- Social Security Earned Leave is a win-win for all: women and families, employers and employees, as well as the economy and job market. <http://www.iwv.org/paid-leave.php> #SSEL #profamily #paidleave

Why is Social Security Earned Leave Needed?

- What new parents really need is for government to let them keep more of their earnings, so they can make decisions that make the most sense for their family. Social Security Earned Leave allows for that: <http://www.iwv.org/paid-leave.php>. #SSEL #paidleave
- With the rising costs of living and childcare, many younger workers need support now and are willing to work a little longer in their 60s before taking Social Security. Social Security Earned Leave lets them make that decision. #SSEL #paidleave
- Virtually half of all families live paycheck-to-paycheck, making it difficult to take unpaid leave after a child. Too many turn to other forms of public assistance. #SSEL will reduce dependence on those safety net programs & save taxpayers money <http://www.iwv.org/paid-leave.php>
- American workers are already paying into Social Security, yet may never reap the benefits for retirement. Everyone deserves an opportunity to access their hard-earned benefits when they need them, like for #paidleave. <http://www.iwv.org/paid-leave.php> #SSEL
- Childcare has become incredibly expensive and difficult to access for many parents. Some new parents wind up on months to year-long waiting lists. Social Security Earned Leave offers them flexibility by providing parental leave benefits. #SSEL #paidleave
- We should give parents the option to spend time with their new children, without the added stress of having to rush back to work, due to lack of benefits or pay. Social Security Earned Leave allows that. #SSEL #paidleave
- Nearly 17% of workers, and 50% of low-income individuals, who lack access to paid parental leave go on government assistance to finance their #paidleave. Social Security Earned Leave would reduce dependence on safety net programs. <http://www.iwv.org/paid-leave.php> #SSEL

How Would Social Security Earned Leave Work?

- Social Security Earned Leave would allow workers to access a portion of their Social Security benefits after the birth or adoption of a child in exchange for delaying their eligibility for retirement benefits. Check out: <http://www.iwv.org/paid-leave.php>. #SSEL #paidleave
- Social Security Earned Leave is voluntary: no one would be required to participate. #SSEL would NOT affect compensation, benefits, or the Social Security program for workers or retirees who are not interested in it. Get the facts: <http://www.iwv.org/paid-leave.php> #paidleave
- Social Security Earned Leave would NOT affect the long-term health of the Social Security program. Social Security retirement benefits would be protected. Learn more: <http://www.iwv.org/paid-leave.php>. #SSEL #paidleave
- The government already forces workers to pay 12% of their income into Social Security. Social Security Earned Leave just lets people choose to use their benefits when they need them most. #SSEL #paidleave
- With Social Security Earned Leave, a \$30,000 per year employee could receive a benefit of about \$4,000 to help pay for time off from work to care for his/her child. Learn more: <http://www.iwv.org/paid-leave.php>. #SSEL #paidleave
- Social Security Earned Leave would NOT require a new payroll tax. And employers would face NO new costs in administering or paying for those who elect to use #SSEL. Get the facts: <http://www.iwv.org/paid-leave.php>. #paidleave
- The Social Security Earned Leave proposal allows you to be in charge of how you want to use your Social Security benefits. You can choose to take more time off or invest in more childcare after having a child. <http://www.iwv.org/paid-leave.php> #SSEL #paidleave

FAMILY Act vs. Social Security Earned Leave

- Social Security Earned Leave is a common-sense, simple solution to benefit those who need parental leave. It allows people to use their own money, keeping taxes low and businesses employing people. Learn more <http://www.iwv.org/paid-leave.php> #SSEL
- One-size-fits-all policies don't serve American families well. Unlike #paidleave proposals like the #FAMILYAct, Social Security Earned Leave allows for flexibility and freedom. Learn more: <http://www.iwv.org/paid-leave.php> #SSEL
- Traditional approaches to government #paidleave programs like the #FAMILYAct have drawbacks: they discourage businesses from offering benefits and raise taxes on everyone. #SSEL is better for all. **[+ FAMILY Act is unfair graphic]**
- The #FAMILYAct is unaffordable and unfair. It would raise taxes on ALL workers. #SSEL #paidleave **[+ FAMILY Act is unfair graphic]**
- The #FAMILYAct makes low-income people pay for a middle and upper class benefit. e.g. If a married couple earning \$200,000 used benefits for 2 children, taxpayers would provide this family with nearly \$50,000 in total benefits. #SSEL #paidleave **[+ FAMILY Act is unfair graphic]**
- The #FAMILYAct isn't fair for all. A low-income worker, who may never need paid parental leave, would be taxed in order to pay for a high-income family's #paidleave. #SSEL **[+ FAMILY Act is unfair graphic]**
- When it comes to #paidleave, would you rather pay for a new entitlement that leaves everyone poorer (#FAMILYAct)? Or have greater choices over an existing benefit with no new costs (Social Security Earned Leave)? #SSEL **[+ FAMILY Act vs Social Security Parental Leave graphic]**
- The Social Security Earned Leave proposal would NOT create a new bureaucracy, new tax, or new burdens on employers like the #FAMILYAct does. <http://www.iwv.org/paid-leave.php> #SSEL #paidleave

Videos

Why Running Earned Leave Through Social Security Is The Smartest Option:
<https://www.facebook.com/independentwomensforum/videos/10156644019609175>

Graphics

Save and add one of the graphics below to your posts on Twitter, Facebook, and Instagram to show what #SSEL is all about.

To upload a graphic on social media:

1. Right click on an image below and click "save image as...."
2. OR click on the image, get redirected to a hi-res image file, and download.
3. Upload to Facebook, Instagram and Twitter -- and grab one of the suggested social media posts above.

QUESTION

What if we could affordably provide **paid parental leave** to every worker in the U.S.?

ANSWER

WE CAN.



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iwf.org

We can provide earned parental leave

Independent Women's Forum®

—WHY YOU SHOULD CARE ABOUT—

A Budget-Neutral Approach to Parental Leave

- ▶ **Strengthened Labor-Force Attachment:** Women who receive paid leave are more likely to return to work after having a child, and to work more hours per week after returning to work.
- ▶ **Improved Child and Maternal Health:** Parental leave is associated with lower infant mortality and increased well-baby care, childhood vaccination rates, likelihood and duration of breastfeeding, and high-school graduation rates and life earnings for the child.
- ▶ **Increased Paternal Engagement:** Men who receive paid leave are more likely to be engaged in caring for their children, even after their leave has ended.

(POLICY FOCUS, JANUARY 2018)

Why YOU should care

Social Security
Earned Leave
Information
Center

EVERYTHING YOU NEED
TO KNOW ABOUT SOCIAL
SECURITY EARNED LEAVE IN
ONE CONVENIENT PLACE

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SS Earned Leave Information Center

The FAMILY Act
The UNFAIR Act

- X** makes low-income people pay for middle and upper-class benefits
- X** will be funded by new taxes on low income workers that need paid leave the most
- X** is UNFAIR to low-income workers
- X** is unaffordable and will hurt all workers.

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FAMILY Act is unfair

fact!

Nearly 17% of workers who lack access to paid parental leave go on government assistance to finance their #paidleave—and that number jumps to nearly 50% for low-income individuals.

That's why we need Social Security Earned Leave.

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Get the facts

All parents should be able to access and afford paid time off to care for new babies.

Learn more about Social Security Earned Leave at iwf.org/paid-leave

#PaidLeave #SSEL

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New parents deserve access to earned leave



A flexible **paid leave policy** designed for the 21st century workforce. That's what **Social Security Earned Leave** would provide. **SUPPORT WHAT WORKS.**

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#SSEL is flexible, and works



All parents should be able to access and afford paid time off to care for new babies.

Learn more about **Social Security Earned Leave** at iwf.org/paid-leave

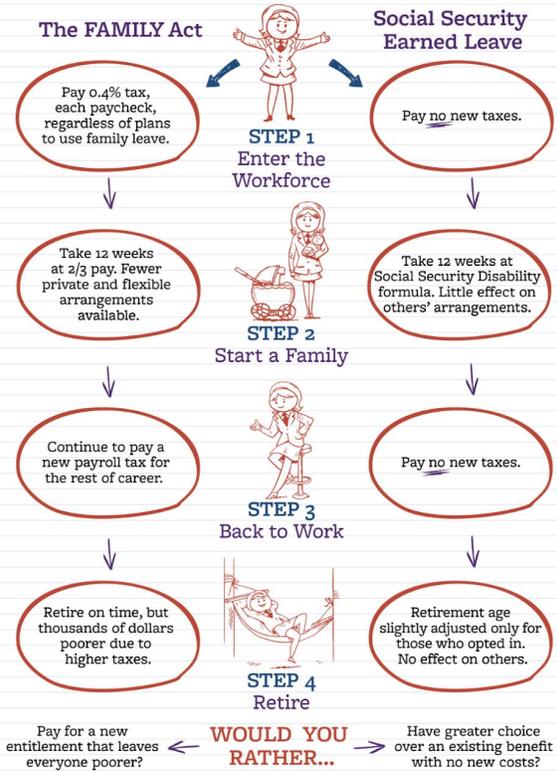
#PaidLeave #SSEL

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New parents deserve access to earned leave

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Two Paths Forward on Paid Parental Leave



The Choice is Yours!

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FAMILY Act vs Social Security Earned Leave