

Two Paths Forward on Paid Parental Leave

The FAMILY Act

Pay 0.4% tax, each paycheck, regardless of plans to use family leave.

Take 12 weeks at 2/3 pay. Fewer private and flexible arrangements available.

Continue to pay a new payroll tax for the rest of career.

Retire on time, but thousands of dollars poorer due to higher taxes.



STEP 1
Enter the Workforce



STEP 2
Start a Family



STEP 3
Back to Work



STEP 4
Retire

Earned Leave

Pay no new taxes.

Take 12 weeks at Social Security Disability formula. Little effect on others' arrangements.

Pay no new taxes.

Retirement age slightly adjusted only for those who opted in. No effect on others.

Pay for a new entitlement that leaves everyone poorer?

WOULD YOU RATHER...

Have greater choice over an existing benefit with no new costs?

The Choice is Yours!