



# Earned Leave

## Join the Conversation

### Overview

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 Earned Leave in exchange for delaying the collection of retirement benefits by an equal amount of time.

It is flexible and fair, it allows workers access to benefits they've already earned, and it would only impact those who choose to take the Earned Leave benefits. Furthermore, employers would still have an incentive to offer private paid leave benefits, and workers would have an incentive to use their leave judiciously.

### Join the Conversation on Social Media

In your social media posts, please include the hashtag #EarnedLeave, the link to our main site ([iwf.org/earned-leave](http://iwf.org/earned-leave)), and images when needed, and let others know why you support Earned Leave. You can also mention @IWF or @IWV in your posts.

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

**Hashtag to include:** #EarnedLeave

**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](mailto:info@iwf.org).

# Suggested Social Media Posts

Share these suggested posts **broken down by subcategories** to raise awareness and support for our 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 #EarnedLeave.

## **What Is Earned Leave?**

- .@IWF developed an innovative plan to expand #paidleave in a fair & flexible way: #EarnedLeave. 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: [www.iwf.org/earned-leave](http://www.iwf.org/earned-leave).
- . @IWF's proposed Earned Leave program is built on the idea of personal responsibility. It is optional and involves a trade-off: taking 12 weeks for parental leave now in exchange for delaying retirement by 12 weeks at age 67. [www.iwf.org/earned-leave](http://www.iwf.org/earned-leave) #EarnedLeave
- Earned Leave is a common-sense, simple, and smart solution for #paidleave. It won't raise taxes, grow the government, or hurt businesses. Learn more: [www.iwf.org/earned-leave](http://www.iwf.org/earned-leave) #EarnedLeave @IWF
- 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. [www.iwf.org/earned-leave](http://www.iwf.org/earned-leave) #EarnedLeave @IWF
- Earned Leave requires NO new taxes. It simply gives parents the flexibility and freedom to access the benefits they've already earned through a government program that already exists: [www.iwf.org/earned-leave](http://www.iwf.org/earned-leave) #EarnedLeave @IWF
- 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. [www.iwf.org/earned-leave](http://www.iwf.org/earned-leave) #EarnedLeave

- Earned Leave is a win-win for all: women and families, employers and employees, as well as the economy and job market.  
[www.iwf.org/earned-leave](http://www.iwf.org/earned-leave) #EarnedLeave #profamily @IWF

## **Why Is 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. Earned Leave allows for that: [www.iwf.org/earned-leave](http://www.iwf.org/earned-leave). #EarnedLeave @IWF
- 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. Earned Leave lets them make that decision. #EarnedLeave @IWF
- Virtually half of all families live paycheck-to-paycheck, making it difficult to take unpaid leave after having a child. Many turn to other forms of public assistance. #EarnedLeave will reduce dependence on those safety net programs & save taxpayers \$: [www.iwf.org/earned-leave](http://www.iwf.org/earned-leave).
- 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 #EarnedLeave. [www.iwf.org/earned-leave](http://www.iwf.org/earned-leave)
- Childcare has become incredibly expensive and difficult to access for many parents. Some new parents wind up on months to year-long waiting lists. Earned Leave offers them flexibility by providing parental leave benefits. #EarnedLeave
- 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. #EarnedLeave allows that. @IWF
- 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. @IWF's #EarnedLeave would reduce dependence on safety net programs. [www.iwf.org/earned-leave](http://www.iwf.org/earned-leave)

## **How Would Earned Leave Work?**

- 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: [www.iwf.org/earned-leave](http://www.iwf.org/earned-leave). #EarnedLeave @IWF
- Earned Leave is voluntary: no one would be required to participate. #EarnedLeave would NOT affect compensation, benefits, or the Social Security program for workers or retirees who are not interested in it. Get the facts: [www.iwf.org/earned-leave](http://www.iwf.org/earned-leave). @IWF
- Earned Leave would NOT affect the long-term health of the Social Security program. Social Security retirement benefits would be protected. Learn more: [www.iwf.org/earned-leave](http://www.iwf.org/earned-leave). #EarnedLeave
- The government already forces workers to pay 12% of their income into Social Security. Earned Leave just lets people choose to use their benefits when they need them most. #EarnedLeave @IWF
- With 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: [www.iwf.org/earned-leave](http://www.iwf.org/earned-leave). #EarnedLeave @IWF
- 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 #EarnedLeave. Get the facts: [www.iwf.org/earned-leave](http://www.iwf.org/earned-leave). @IWF
- The 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. [www.iwf.org/earned-leave](http://www.iwf.org/earned-leave) #EarnedLeave @IWF

## **FAMILY Act vs. Earned Leave**

- Earned Leave is a common-sense, simple solution for those who need parental leave. It allows people to use their own money, keeping taxes low and businesses employing people. Learn more: [www.iwf.org/earned-leave](http://www.iwf.org/earned-leave). #EarnedLeave @IWF

- One-size-fits-all policies don't serve American families well. Unlike #paidleave proposals like the #FAMILYAct, Earned Leave allows for flexibility and freedom. Learn more: [www.iwf.org/earned-leave](http://www.iwf.org/earned-leave). #EarnedLeave @IWF
- Traditional approaches to government #paidleave programs like the #FAMILYAct have drawbacks: they discourage businesses from offering benefits and raise taxes on everyone. #EarnedLeave is better for all. [**+ FAMILY Act is unfair graphic**]
- The #FAMILYAct is unaffordable and unfair. It would raise taxes on ALL workers. #EarnedLeave is the fair, flexible, and fiscally responsible way to implement parental leave. [**+ 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. #EarnedLeave [**+ 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. #EarnedLeave is the only fair and sensible choice. [**+ 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 (#EarnedLeave)? @IWF [**+ FAMILY Act vs Earned Leave graphic**]
- The Earned Leave proposal would NOT create a new bureaucracy, new tax, or new burdens on employers like the #FAMILYAct would. [www.iwf.org/earned-leave](http://www.iwf.org/earned-leave) #EarnedLeave @IWF

# 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, , Instagram, and any other social media platform you use to show what #EarnedLeave 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.**

Independent Women's Forum®  
iwf.org

**We can provide Earned Leave**

## **Earned Leave**

- ✓ Keeps women in the workforce
- ✓ Budget neutral
- ✓ Gender neutral
- ✓ Keeps new parents off welfare
- ✓ Voluntary for all workers
- ✓ Won't crowd out private leave

- ✗ NO new taxes
- ✗ NO new entitlements
- ✗ NO costly mandates
- ✗ NO new government expansion

iwf.org Independent Women's Forum®

**About Earned Leave**



**Earned Leave Information Center**

**The ~~FAMILY~~ Act**  
**The UNFAIR Act**

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

iwf.org

**The 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 Earned Leave.**

iwf.org

**Get the facts**

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

Learn more about Earned Leave at [iwf.org/earned-leave](http://iwf.org/earned-leave)  
#PaidLeave #EarnedLeave

iwf.org

**New parents deserve access to Earned Leave**



**Earned Leave is flexible, and works**



**New parents deserve access to Earned Leave**

**Independent Women's Forum®**

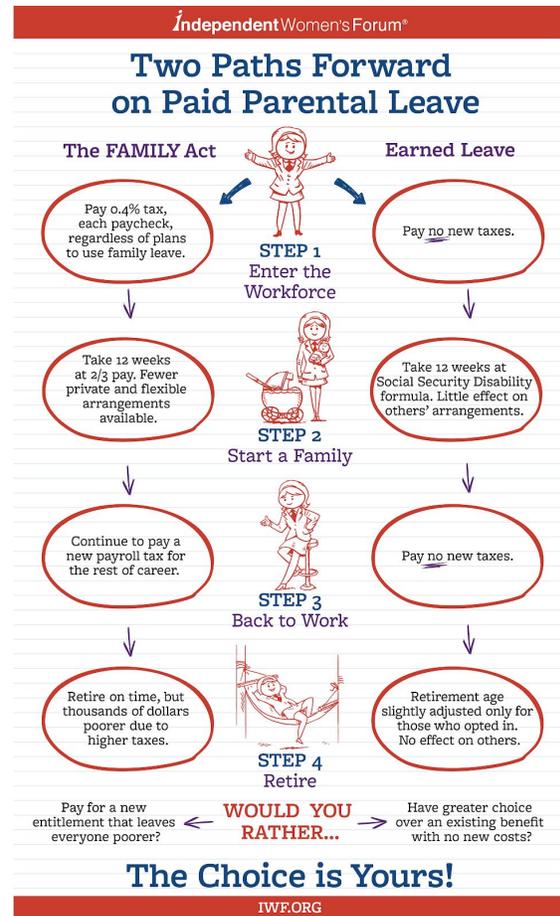
—WHY YOU SHOULD CARE ABOUT—

## 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**



**FAMILY Act vs Earned Leave**