

My name is Amy Miller, and I am the Executive Director for Violence Free Colorado, formerly Colorado Coalition Against Domestic Violence. At our organization, we recognize that a workplace that values and honors family time and commitments is good for all of us, and good for the economy. The benefits of paid family leave for all employees cannot be understated: greater job security, financial independence, improved physical and mental health outcomes, and even economic growth and savings to businesses by reducing worker replacement costs.

According to the CDC, there are a number of policies and programs aimed at strengthening economic supports with researched-based evidence of impact on risk factors for domestic violence. Paid leave is one such evidence-based policy that can reduce domestic violence by improving household financial security and work-family supports, especially for women and children who are the primary victims of domestic violence (WHO, Journal of International Development, American Journal of Public Health, the Journal Partner Abuse, and the CDC). Paid family leave also reduces the risk of perpetration of domestic violence as well.

Additionally, the benefits of paid leave and safe time for survivors of domestic violence are a critical step toward safety and long term well-being. Having an income is a crucial component impacting an individual's ability to leave an abusive situation, and knowing that their job will still be there can be a critical aspect that allows someone to take action. Victims of domestic violence may have to be absent from work while escaping a violent situation and may end up losing their job or missing pay as a result. The alternative? Having to return to their abuser because they cannot support themselves or their children.

SB188 is good for businesses, good for families, and good for survivors.

My name is Alex Edingfield. I am here to testify in support of SB19- 188 because of my own experience supporting my fiance after a very difficult surgery last summer. This bill will support working Coloradans so they don't have to worry about their financial future when taking time off work to care for loved ones. FAMLI would allow workers up to 12 weeks of paid time off if the circumstance arises where time off is needed to take care of a loved one or yourself.

Last summer, my future wife unexpectedly had to go into life-saving surgery because of severe internal bleeding. This happened out of nowhere and was completely unexpected. Luckily, I was able to take time off work to support her while she was in surgery and because I was lucky enough to work from home at the time, I was able to stay at home with her and support her during her weeks-long recovery.

I was lucky to know that during this time I was not at risk of losing my job. However, this is not the case for many Coloradans that do not have the ability to leave work for a family medical emergency. I do not know what might have happened if I did not work from home. She was not paid for her time off from work, so we could have faced serious financial difficulty if I could not work and simultaneously care for her at the same time. FAMLI is a common-sense step in the right direction to make sure that working Coloradans can recover from a serious illness, care for a seriously ill family member, or welcome a new baby without worrying how they'll be able to afford time off of work.

We plan on getting married next year. FAMLI would ensure that I would be able to take time off in order to care for her if this terrible situation ever happened again, and I can rest assured knowing she could do the same. I urge you to support SB19- 188 to support hardworking Coloradans avoid financial hardship by being able to support themselves and their families. Thank you for your time.



Faith Winter &lt;winterforco@gmail.com&gt;

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**FAMLI Testimony**

1 message

**Victoria Rimmey** <vrimmey@gmail.com>

Wed, Mar 13, 2019 at 11:53 AM

To: faith.winter.senate@state.co.us

Hi Faith,

I was planning on coming down today to give my testimony, but with the snow day I currently have two children at home under age 3 which would make travel in this weather nearly impossible. Would you please share my testimony? Thank you!

Victoria Rimmey

Chairwoman Williams and Senators of the Labor, Business, & Technology Committee: I am writing today to urge you to support SB 188. I would like to first tell you my own story.

I write about this subject with immense personal experience, as I am currently on maternity leave with my newborn son. In my regular life, I am a local school counselor who helps many students choose their future careers and make their aspirations a reality. It is a job I love deeply and look forward to returning to in the near future. But for these 12 weeks, I am a mom to a sweet baby boy who, while very cute, is also incredibly demanding. This time is anything but a vacation, and writing this alone has taken about three times the amount of time that it would take if I were not at home with my son. While I have never had the urge to be a stay-at-home mom, my educational background in child development has helped me understand how incredibly important the first months of my son's life are to his development and future. Likewise, I know the statistics of mothers who return to work too early and subsequently suffer from postpartum depression.

However, this maternity leave has been a massive sacrifice for me and my family. As I work for a school district that does not offer paid leave, I am experiencing a \$12,000 pay cut during these 12 weeks, including the time that I had saved up with my personal days. While my husband and I have saved to make my leave possible, a handful of unexpected medical expenses have made this situation incredibly difficult. Where we could once patronize the small businesses of Old Town Arvada or give annually to charity, we are now unable to go out for any meals or spend any additional money. Money is extremely tight. While we will make it, the businesses that we are unable to support will not receive that money, and the money we had begun to save for retirement is nearly gone, requiring us to start over. It must also be noted that we are a solidly middle class family with two working adults who have made sound financial decisions -- we have done everything "right", but have still struggled to take unpaid family leave. This maternity leave, despite its proven benefits to young children and mothers, is not possible for thousands of other Coloradans. We are perpetuating disparities between families from birth.

While it is too late for my family to benefit from this bill, I do not want any other Coloradans to struggle the way that we have nor have to make the difficult decision to go back to work before it is developmentally advisable. I believe that the time has come for America to embrace paid

family leave, as so many countries have done before us -- interestingly enough, I will also add that this is one of the only issues where my parents, lifelong staunch Republicans and residents of Senate District 16, agree wholeheartedly. I am hopeful that Colorado will lead the way on this issue, starting with passing SB 188. Thank you.

Thank you madam chair, thank you members of the committee. My name is Kayla Smith; I'm a member of 9to5 Colorado, and I am here to urge you to support SB 19-188.

Two years ago, when I was 27, I was diagnosed with ovarian and endometrial cancers. At the time, I was working 40 hours a week for only \$14 an hour. I was living paycheck to paycheck, barely able to make ends meet and unable to save any money. When the doctor called to tell me that my CT scan showed a tumor, my concern was not if I was going to get better, but if I'd be able to keep my job while missing so much work with appointments as well as how I'd be able to pay my bills without being able to work. Because the law firm I worked at was small, I didn't qualify for FMLA, and it was only because my bosses had personal experiences with cancer that I was able to keep my job.

Because my budget was so tight already, losing my normal income was paralyzing. I wasn't able to pay my rent or any of my bills. Without the help of my mom and stepdad -- who are working class wage earners themselves -- I would have been facing eviction. Because I didn't want to over burden my parents, I resorted to paying my bills with high interest credit cards, a necessary mistake which is a weight I'm still carrying around to this day.

Finally, the normal recovery time for a surgery like mine was 4 to 6 weeks, but I needed income so badly that I rushed my recovery, going back to work after the minimum of 4 weeks. A year later, I was, once again, in the hospital and having surgery to repair the damage I did by not letting myself rest and heal properly. During my chemotherapy treatments, I would often force myself to go to work even while I was in excruciating pain from the chemo all because I desperately needed income. I know the statistics regarding the possibility of my cancers returning. Being in a similarly precarious financial situation is a very real possibility--one that I have frequent nightmares about.

If the FAMLII Act had been in place when I received my diagnosis, things would have been so much better. I could have focused on myself, my health, and my recovery instead of forcing myself to pretend to be well enough to go back to work. I would not have needed to worry about losing my job or worry about how I was going to pay my rent. I would not have needed to use credit cards to pay medical bills or cost of living expenses. I would not have needed to have additional surgeries to correct the damage done by going back to work early.

My story has a fairly happy ending. I didn't lose my job or home, but that is a privilege that our most vulnerable citizens do not have. There are so many Coloradans who don't have the familial support I do, who don't have the compassionate employers I did. I feel this deeply and recognize the privilege I have. We know that private businesses are not going to solve this problem or it would have happened already. The federal government is dysfunctional and unwilling to make the moves necessary to protect its citizens. But right here and right now, you have the opportunity to provide at least some protections for the citizens of this state. You have the opportunity to lessen the financial burden of illness for people like me. People who work hard everyday, but still struggle to make ends meet. People who are just trying to survive in the

face of truly terrifying illnesses. You have the opportunity to do the morally right thing by voting yes and supporting SB 19-188. Will you?

Thank you Madam Chair, thank you members of the committee. My name is Zoey Palmer and I am here as a community member with 9to5 Colorado. I am here to speak in support of Senate Bill 19-188.

I would like to highlight two related incidents in my life where having access to paid leave would have had life changing benefits to myself and my loved ones. In 2001 I was 13 years old, and my mom was diagnosed with ALS. She was a single mom and at the time a self employed massage therapist. Within 6 months of her diagnosis she was unable to move herself from her wheelchair or complete the basic activities of daily life on her own. We had no relatives in the state or savings to hire anyone to help with her care. Her dear friends would regularly help us out with rides to doctor's appointments and to check on her during my school day, but the bulk of her care fell to me, because it wouldn't have financial ramifications if I was kept away from my life and responsibilities. Even though I was a child, I was responsible for making sure we both were fed, for helping my mom use the bathroom, and would sleep next to her to move her body throughout the night so she could sleep. If one of my mom's friends had access to paid leave they would have stepped up to provide her care, providing my mom a better quality of life in her last months and shielding me from the additional trauma of caregiving.

My moms best friend, Marion, had been the main person to share her caregiving responsibilities with me, and I'm confident if she had the ability to take time off to care for my mom she would have done more. After my mother's death, she became my guardian. Within 6 months of my moms death, she was diagnosed with stage IV lung cancer. She continued working throughout most of her treatment, but during periods of undergoing both daily radiation and chemo, she was unable to and struggled to provide for her now three children while taking weeks off of work. She survived that bout with cancer but continued to struggle with health issues, and in 2013 was told that she needed to have open heart surgery to repair the damage done to her heart from the radiation. My adopted brothers were still in high school, and the role of caregiving again fell to me. I was working at a small coffee shop at the time with less than 5 employees, and scraping by while also

attending college. I switched shifts so I could spend the day of her surgery at the hospital in Boulder, but was back to work the rest of the week because I couldn't afford to miss a shift. Meanwhile I was also trying to make sure Marion had food that she could keep down, and that my brothers and I could spend time with her. She spent nearly a week in the hospital but had to be back at work 3 weeks after her surgery with no access to paid leave herself. In 2017 she had to have a second open heart surgery, but due to her history needed to see specialists in Boston. She sold her house to be able to afford this surgery, but still had to return to work within 6 weeks.

If the FAMLI act had been law at these times in my life I would have had an adolescence without the burden of being the primary caregiver to a dying parent, my guardian could have focused on fighting cancer without worrying about feeding her three children, she could have recovered from open heart surgery without selling her house or returning to work before her sternum had fused. The definition and needs of families are diverse, but this bill could go far in supporting all of them.

Please vote yes on SB 188. Thank you.

To: Senator Faith Winter

From: Josh Downey  
2515 S. Newton St.  
Denver, CO 80219

Re: Josh Downey Testimony in support of SB 19-188

Thank you Madam Chair and committee members. Good afternoon. My name is Josh Downey and I am the President of the Denver Area Labor Federation, AFL-CIO. We represent 114 local unions and over 90,000 union members in the metro area. But that's not the position I wanted to talk about today. Instead, I wanted to speak with all of you about my role as a father of two amazing kiddos.

I wanted to share my story not because it's a sad story about overcoming adversity, but rather because it's a good one. It's a story of privilege. And unfortunately, it's a story that is all too rare in Colorado.

You see, when my daughter Pryor was born almost a month early both my wife and I were able to take significant time to take care of her. In fact, after my wife went back to work after 10 weeks, because I work for an organization that doesn't just give lip service to being family friendly, but *is* in fact family friendly, I was able to bring my infant daughter to work with me for the next three months of her life. And similarly, my wife and I have been blessed to spend time at home with our 3-week-old boy, Theodore.

Friends and colleagues sometimes mention how insanely lucky I was to be afford this time with my kids. But, here's the deal- getting to spend time with a new born child or a sick family member shouldn't be about luck. The policies, rules, and regulations we have that prevent most new parents from spending time with their new born kids, or their sick and dying loved ones are not like the weather. They don't just happen. They have been designed and maintained with deliberation. And today, we have a chance to fix these broken policies and bring about a more family friendly Colorado.

Today, too many Coloradans are being forced to make the choice between spending time with their newborn as I did, and paying the bills. And in our state of plenty where our business and the wealthiest among us are thriving, that should be unacceptable to everyone! That is why I am enthusiastically encouraging you to vote yes on SB 188.

Thank you very much for your time!



Sabrina Pacha &lt;sabrinapacha.aide@gmail.com&gt;

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**Fwd: Provisions of famli act for survivors**

1 message

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**Faith Winter** <faithwinter@gmail.com>  
To: sabrinapachaaide@gmail.com

Wed, Mar 13, 2019 at 10:43 AM

----- Forwarded message -----

From: **Annmarie Jensen** <annmariejensencolorado@gmail.com>  
Date: Wed, Mar 13, 2019, 10:36 AM  
Subject: Provisions of famli act for survivors  
To: Faith Winter <faithwinter@gmail.com>

It's so essential that survivors of domestic violence, sexual assault and stalking be allowed to access the provisions of this bill. The effects of trauma can take years to overcome, but at the very least survivors need time to get counseling, and make arrangements for their safety. Often this requires activity during business hours. This bill is so important, and it is extremely important that the provisions for survivors remain in the bill. Everyone gives a lot of lip service to caring about crime victims, but the imporyanat protections in this bill actually do something to help them. Thank you for these provisions and for aponsori g this bill.

Annmarie Jensen

# alzheimer's association®

My name is John Johnson, and I'm representing the Alzheimer's Association. On behalf of the 247,000 Coloradans serving as unpaid, family caregivers to a loved one with Alzheimer's disease, I urge you to support Senate Bill 188.

This bill would lessen the financial burden that sometimes comes with caring for a loved one with Alzheimer's or another form of dementia. My family has experienced this first hand.

My dad was officially diagnosed with Alzheimer's in 2013, and I was his primary caregiver.

At the time of his diagnosis, I was consulting for a small consumer discretionary firm in which I was expected to spend 2-3 days per week in the offices for meetings, etc. This arrangement allowed for me to adequately care for my dad as his disease had not impaired, for the most part, his self-reliance.

In the final months of my consulting engagement in early 2016, my dad's Alzheimer's was in a period of accelerated deterioration, and I had increasing concern about leaving him to go to work. These last months of the engagement were met with stress, lower productivity, and lack of time at the office. At that time, it was clear that my dad required full-time care.

The company and I soon mutually agreed to wind down my consulting work. Since I was my dad's primary caregiver, I chose to forego future consulting engagements to care for him until his death in March 2018. I did not earn any wage during this time and have been living off my savings to care for my four kids and myself -- all the while caring for my dad. Wage replacement would have relieved significant stress to myself and my kids during this time.

We call Alzheimer's a "family disease" for a reason. Because people with Alzheimer's almost always require caregivers during the progression of the disease. And also because of the toll it takes on those caregivers and the rest of the family -- including financial stresses.

There are 71,000 Coloradans living with Alzheimer's today, and this number is expected to rise by 30 percent in less than 10 years. I don't want to see other families struggle like mine has. Losing a family member to Alzheimer's is hard enough without adding financial hardship to the experience.

Please vote "yes" on this bill. Thank you for allowing me to share my story with you today.

Thank you for this opportunity to speak, Madam Chair and members of the committee. My name is Beth Fonfara, and I am a member of 9to5 Colorado. I am here to speak in support of SB19-188.

In 2015, I developed vestibular neuritis, which causes extreme vertigo. It went undiagnosed for several months, and in the meantime, I was given antibiotics for what was ultimately a viral infection. The antibiotics caused me to develop clostridium difficile colitis, which can be a life-threatening infection if not treated properly. I struggled to work for months with these diagnoses, often running out to my car to lie down for 5 minutes when the waves of dizziness made it impossible to walk straight. The fatigue from the colitis infection meant I was sleeping roughly 14 hours a day with only enough time to drive to work, work, and drive home.

I reached a breaking point, where I was too dizzy to drive, and I was too exhausted to even dress myself. It was then that I told my job that I had to take some time off. I had not worked at the company long enough to qualify for FMLA, so I took 4 weeks of unpaid time off to allow my body to heal and the medication to begin working. My company could have let me go at any point, and when the 4 weeks were up, I went back. I could have used several more weeks, and my recovery was slowed down by going back so quickly. However, I was scared that I had used up the "good graces" of my employer at that point. I already felt lucky that I had an employer willing to give me time off, and I didn't want to push my luck. I found out months later that our executive leadership was very unhappy that I had been given this chance, and they did not allow unpaid leave after that under any circumstances for employees.

I am now pregnant, and I am again "lucky" enough to have built up paid time off and sick days to be able to take some maternity leave. I have a short-term disability policy that pays out 50% of my wages so that I can add a few more weeks to my leave. I have heard so many stories from people who go back to work only a few days after giving birth, and this breaks my heart. Time off for family or medical leave should not be contingent on being lucky. It should not be so short that recovery times are actually lengthened due to the strain on the body. It should not put a financial strain on an individual or family who are likely already undergoing extreme stress paying for medical bills.

Had this bill been in place during my health struggles, I would have been able to properly heal. My husband and I turned to our credit card at this time, as we had a flood of medical bills coming in while simultaneously losing 4 weeks of my wages. Ultimately, this bill would help those who have not been so "lucky" as I have been. At our most vulnerable times in life, human beings deserve to heal without fear of reprisal, job loss, eviction, or bankruptcy. Please vote yes and support SB19-188.



Faith Winter &lt;winterforco@gmail.com&gt;

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**FAMLJ**

1 message

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**Steve J Douglas** <stevesrjr@comcast.net>

Wed, Mar 13, 2019 at 11:00 AM

To: faith.winter.senate@state.co.us

Good morning Senator Winter,

All Colorado employees at some point in time, will needs time away from work to recover from a serious illness or care for a sick loved one or new child. Yet the majority of working people in the Mile high income state, cannot take the time they need without risking their jobs or economic future to be loss. I'm in full support for leave family act!

Thank you, Steve

Steven Douglas  
Commerce City  
City Council At-Large  
720 205 2621- mobile



Faith Winter &lt;winterforco@gmail.com&gt;

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## Family Leave Bill

1 message

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**Cristen Logan** <cristen.logan@yahoo.com>

Wed, Mar 13, 2019 at 10:55 AM

To: faith.winter.senate@state.co.us

Hello Senator Winter,

I want to testify in support of the Paid Family Leave Bill. I think it is important that people be able to help care for family members during life changing situations without fear of losing all income.

I had the experience of going back to work very quickly after having my children. My family depended on my income and we did not feel comfortable wiping out our savings in order for me to take off for 3 months. I went back to work 4 weeks after my first, and only 2 weeks after my second. It was incredibly hard. I was emotional, breastfeeding, and uncomfortable for several weeks. But we made it work because my family needed the income.

I speak to this from another perspective as well. I supported my father who was dying of pancreatic cancer for three weeks before he passed away. It was one of the most significant, traumatic, life changing events of my life. Hospice provides support, but not to the level needed. There is no way my mom could have made it through this time without the help and support from me and my siblings. I am fortunate that I did not have to take this time off from work without pay, I had vacation time and flexibility given to me by my employers. I can't put into words what I experienced during these three weeks, and I am so grateful I didn't need to worry about how I was going to pay my bills on top of the stress and trauma involved with caring for a dying parent.

I believe this bill will improve the circumstances of many. I hope to see this program move forward.

Thank you,

Cristen Logan  
Broomfield Resident

Sent from my iPhone



Faith Winter &lt;winterforco@gmail.com&gt;

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**FAMLI Act SB 188**

1 message

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**Donna Werner** <donna@bw-construction.com>  
To: faith.winter.senate@state.co.us

Wed, Mar 13, 2019 at 10:54 AM

Dear Senator Winter and Senate colleagues,

As a small family business owner in Colorado, one might assume that the challenge of family leave would suggest that my husband and I would have to say "no, our business cannot afford this." If I was there to testify today, I would say the opposite, "our business must support family leave."

WHY?

1. It's the right thing to provide for our employees, so that they feel committed to us as a business, without feeling compromised at home.
2. It's what we as business owners also need to make sure we can care for our children or parents that may need us.
3. It is not cost prohibitive.
4. My business will prosper when employees are taken care of and clients respond to this.

Please support FAMLI Act AB 188

Donna Werner & Randy Bailey  
Owners, BW Construction  
Boulder, CO

My name is Jennifer Beach and I was a victim of spousal domestic violence for 7 years, this May I will celebrate being a SURVIVOR of spousal violence for 7 years! I am a believer that everything happens for reason. There is a reason I survived such horrible, inhuman abuse and survived it. Through my strength, courage, and will power I am able to be here today to speak on behalf of those that are still suffering and are looking for that hope that they too can live not as a victim but a SURVIVOR. Before I share a piece of my story with you that I hope will shed light on why this bill being passed is so important, I want to say thank you. Thank you for this opportunity for me to share my experience and an even bigger thank you for supporting this bill and standing behind the victims of domestic violence. The road ahead to see this bill heard and passed I'm sure will be challenging and take some strong backbone and determination. Don't give up, stay trudging through the potential benefits of this bill can be not just life changing, but actual life SAVING. Please vote yes for SB 188

In the fall of 2010, my ex husband was arrested for a misdemeanor DV charge after dragging me up our front porch steps by my throat and strangling me to unconsciousness once inside, while our 2 ½ year old son slept on the couch a few feet away. My neighbors had called the police, and I had clear fingerprint bruises on my neck. Strangulation causes anoxic brain injuries and I was unsure of how badly I was harmed.

I was working in healthcare at a long-term care facility at the time. The morning after my ex husband was arrested I called my supervisor to ask for a few days off so I could meet with the court appointed victim services advocate, attend his first court appearance and meet with a social worker from Child Protective Services that needed to do a home check because my son was in the house while I was being assaulted.

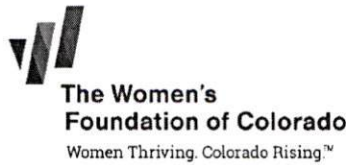
I was nervous to even ask for time off and embarrassed about the situation because this was not the first time my job was affected by my abusive home life. I had called in multiple times over the 1 ½ years I worked there because the bruises could not be covered up and I could not make up any believable excuses for them either. BUT this was the first time he had ever been arrested and this was my opportunity to get him out of our home for good so I NEEDED to take some time off.

Unfortunately, my request was denied, and I was told that if I called in for any shift I would no longer have a job. I could not lose my job. My job was my lifeline to a "normal" life, my escape from my cruel reality for at least 8 hours, 5 days a week, and how was I supposed to take care of my three children and keep a roof over our heads on my own if I lost my job? I missed appointments with victim services as well as my ex husbands court dates. His charges were reduced to a lesser charge and he received one-year unsupervised probation after he strangled me to unconsciousness.

It took another two years before I was able to get away from my abuser.

This is excellent! I cannot thank you enough.

Please add the piece you shared with me that 6 months later?? He was arrested on higher charges when he broke your wrist etc. This committee may not be familiar with DV and escalations, and why that time after the higher charge is different and the time was used to do what etc. I think this will combat the myth that DV victims will file for this and then take a full 12 week vacation.



**The Women's Foundation of Colorado  
Testimony in support of  
SB19-188 FAMLI Family Medical Leave Insurance Program  
Senate Business, Labor, and Technology Committee  
March 13, 2019**

Thank you, Madame Chair and Committee Members, for your consideration of Senate Bill 188. I am Louise Myrland, Vice President of Programs for The Women's Foundation of Colorado, here to respectfully request your support of this bill to create a family and medical leave insurance program.

The Women's Foundation of Colorado is committed to supporting women in achieving a livable wage by investing in research that addresses the root causes of poverty and identifies the greatest barriers to thriving. For over 30 years, we have closely tracked the indicators that research shows lead to economic security. We've not only learned from our research but heard from our grantees about what it takes to thrive in our state. The barriers range from affordable child care to accessible transportation and safe housing. While many of these barriers are addressed regularly at the Colorado General Assembly, and for that we are thankful, we believe it is time for our state government to act to create a paid leave program. Despite Colorado's laudable inclusionary expansion of FMLA eligibility requirements, current policy still falls short because too many workers cannot afford to take unpaid leave to care for themselves or a loved one.

Our research shows that women are nearly half of all workers in Colorado (1,176,528), and nearly two-thirds of women in the state are in the workforce (1,289,977).<sup>i</sup> Women comprise more than 50 percent of the workforce in Colorado's lowest paid jobs.<sup>ii</sup> In nearly half of Colorado households with children, women are breadwinners,<sup>iii</sup> but families headed by single mothers have the lowest median annual income of all family types at \$30,235. This amount falls well below the Self-Sufficiency Standard, or the amount required to meet families' basic needs.<sup>iv</sup> When many of Colorado's women are not only the breadwinner for their family but also making less than their male peers, this combination forces women to make hard choices when caring for their family.

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*Catalyzing community to advance and accelerate economic opportunities for women and their families*

The Women's Foundation of Colorado | 1901 E. Asbury Avenue, Denver, CO 80208 | [www.wfco.org](http://www.wfco.org)

The economic benefits of women's access to paid leave extend beyond the pay they receive during the leave period. For example, on the individual level, research indicates that access to paid family and medical leave increases the probability that women continue working after having a child<sup>v</sup> and that women who utilized paid leave were more likely to experience wage growth in the following year than those without access to paid leave.<sup>vi</sup> Women and their families benefit from this continued earning and their job stability offers value to the employers who retain talent and reduce costly turnover. On the macro level, public paid leave programs have also been associated with job growth<sup>vii</sup> and increased economic activity.<sup>viii</sup>

We know that the women of our state would be positively impacted by the passage of this bill. It would allow for one of many barriers to be reduced and the possibility of economic security to be enhanced. Every major economic power and industrialized nation other than the U.S. has embraced paid leave as a tool for nations to maximize economic growth with unemployment equal to or lower than that of the United States, for employers to remain competitive and profitable, and employees – especially women – to develop successful careers, respectfully care for their families, and ultimately achieve economic prosperity. Please support improved economic outcomes for Colorado women and families and our state economy by voting yes on Senate Bill 188 today. Thank you.

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<sup>i</sup>The Status of Women & Girls in Colorado, Institute for Women's Policy Research, 2013. <https://wfco.org/pages/content/annual-research>

<sup>ii</sup> The Impact of a \$12.00 Minimum Wage in Colorado, Colorado Women's College Collaboratory of the University of Denver, 2016. <https://wfco.org/minimumwage>

<sup>iii</sup> Institute for Women's Policy Research, Status of Women in the States: The Economic Status of Women in Colorado. <http://statusofwomendata.org/app/uploads/2015/10/R467.pdf>

<sup>iv</sup> <https://www.census.gov/data/tables/time-series/demo/income-poverty/historical-income-families.html>

<sup>v</sup> Pay Matters: The Positive Economic Impacts of Paid Family Leave for Families, Businesses and the Public. Center for Women and Work, Rutgers University, 2012. <http://www.nationalpartnership.org/research-library/work-family/other/pay-matters.pdf>

<sup>vi</sup> Ibid.

<sup>vii</sup> Paid Sick Days Benefit Employers, Workers, and the Economy. Institute for Women's Policy Research, 2016.

<http://www.iwpr.org/publications/pubs/paid-sick-days-benefit-employers-workers-and-the-economy>.

<sup>viii</sup> Ibid.

**Written Testimony as prepared for delivery in support of SB19-188 – FAMLI Family Medical Leave Insurance Program (Winter & A. Williams/Gray & Duran) to the Senate Business, Labor and Technology Committee by Christina Walker, Director of Policy & Advocacy at Clayton Early Learning**

March 13, 2019

Good afternoon Madame Chair and members of the committee. My name is Christina Walker and I am the director of policy & advocacy at Clayton Early Learning. Clayton is a large early childhood education non-profit improving the early care and learning for thousands of young children birth to age 5 throughout Colorado. We directly serve more than 800 children and their families each year, and through educator training and coaching, we impact the quality of care for thousands more. My apologies that I could not be present in person today due to the inclement weather, but I appreciate my testimony being heard in support of Senate Bill 188.

Clayton is supportive of this bill because it would help provide 12 weeks of paid family leave to all Coloradans, which means all people – especially women – aren't forced to leave the labor force to care for their families or health. Paid family leave is a much needed benefit to the early childhood workforce, especially given that many early childhood educators are not even eligible for unpaid, job-protected leave under the federal Family and Medical Leave Act. That means that early childhood teachers are at risk of losing their jobs and their paychecks if they need to take time to care for a family member, new child, or themselves.

Paid family leave also improves worker retention, which is important given the early childhood teacher shortage here in Colorado. Retention has time and again been shown to save employers money through reduced turnover costs. Replacing workers is expensive - turnover costs are estimated to average one-fifth of an employee's annual salary. And when workers don't have access to paid leave, they are more likely to need to leave their jobs.

Paid family leave will also help alleviate the stressors on the child care market – particularly for infant care. It is no secret that Colorado currently has a shortage of licensed and affordable child care options for infants, which is the most expensive kind of care because it requires more teachers with smaller groups of babies than does care for older children. Paid family leave would be a big part of solving the infant care issue in the state, if two parents or caregivers have the ability to stay home with their baby for 3-6 months with pay. Paid leave can also give parents the time to search for quality child care that meets the unique needs of their families, thereby facilitating greater productivity when they return to their jobs after leave.

We at Clayton Early Learning know firsthand how important it is to ensure that our staff and the families we serve have access to the supports they need to be healthy – physically, mentally, and financially. Yet too many working Coloradans face impossible choices when new children are born or adopted and when serious personal or family health needs inevitably arise. It is time to secure the best beginnings for children and the best future for our state by supporting a paid family and medical leave program for Colorado. Thank you for your time.

**STATEMENT FOR THE RECORD**

**BEFORE THE SENATE COMMITTEE ON BUSINESS, LABOR, &  
TECHNOLOGY ON THE**

**FAMILY AND MEDICAL LEAVE INSURANCE ACT**

**March 13, 2019**

**Hunter Railey, Colorado Director  
Small Business Majority**

My name is Hunter Railey, and I'm the Colorado Director for Small Business Majority, a national small business advocacy organization with offices here in Denver. Thank you for allowing me to share comments with you on the importance of publicly-administered family medical leave insurance programs to small business owners and their employees.

The FAMLI Family Medical Leave Insurance Program (SB19-188) will provide employees in Colorado with up to 12 weeks of paid leave per year to bond with a new child or care for a seriously ill family member, funded equally by both employee and employer contributions. The FAMLI Act will benefit businesses by lowering turnover, boosting productivity and enhancing employee morale. What's more, research shows our small business community strongly supports these types of policies.

Scientific opinion polling from Small Business Majority found 61 percent of small employers favor the creation of state-administered paid family and medical leave insurance programs funded equally by both employees and employers. What's more, 70 percent say it is important to establish a national paid medical and family leave insurance program. In the absence of that sort of program, however, a state program here in Colorado would go a long way toward helping local small businesses.

This will help small businesses become more competitive by ensuring that all workers can receive paid family leave regardless of the size of the company at which they work. Many small businesses often do not have the resources to provide the same robust benefits that larger companies offer, like paid leave benefits, which puts them at a disadvantage in attracting and retaining employees.

Importantly, publicly-administered programs make it easy and affordable for small employers to provide paid leave. The FAMLI Act requires modest contributions from employers, but they will not have to pay an employee's salary

during leave. Those savings can be used by business owners to hire temporary workers, to supplement worker wages or kept as profits. What's more, a state-administered program takes administrative burden off of employers. The FAMLI Act will also generate employer savings by increasing productivity and worker retention, driving down long-term costs associated with high turnover. Small employers need policies like paid family leave that foster a better workforce while protecting their workers and their bottom lines.

We also know from our polling that many small firms are already addressing family medical leave and parental leave issues, often on an informal or case-per-case basis. However, 34 percent report being unable to offer any parental leave and many employers are unable to offer paid family or medical leave benefits. Colorado's FAMLI Act will make leave universal for all workers regardless of firm size, allowing these small employers to compete with larger businesses.

Small business owners understand how important it is for their employees to be able to balance their work and family responsibilities and want them to have reasonable options for doing so, but they need options that also make sense for their bottom lines. That's why Colorado's small businesses need the FAMLI Act.

I urge you to consider small business support for this issue as you consider this measure.

Thank you.

Hunter Railey, Colorado Director  
Small Business Majority

**Written Testimony as prepared for delivery in support of SB19-188 – FAMILI Family Medical Leave Insurance Program (Winter & A. Williams/Gray & Duran) to the Senate Business, Labor and Technology Committee by Sarah Barnes, Manager of Special Policy Initiatives at the Colorado Children’s Campaign**

- Madam Chair and members of the Committee, my name is Sarah Barnes and I’m the Manager of Special Policy Initiatives at the Colorado Children’s Campaign. Thank you for the opportunity to testify today in support of Senate Bill 188. And thank you Senators Williams and Winter for your leadership on this policy.
- This bill would help ensure that children grow up in families that are financially secure, which supports their healthy development.
- Lack of access to paid leave increases the likelihood that families with new children will be financially insecure. When children are born into families experiencing financial insecurity, it impacts their health outcomes, social-emotional and cognitive development, and economic outcomes later in life. The stress for children caused by living in poverty can inhibit early brain development and negatively impact a child’s ability to succeed in school and develop the social-emotional skills needed to be successful adults. Unfortunately, early childhood is the time when a child is most likely to live in poverty and many children are experiencing their early years in families who live paycheck to paycheck.<sup>i</sup>
- Paid family leave is one way to promote financial security for families with a new child and to prevent children from experiencing poverty – and the associated negative impacts on their development – in their early years.
  - Paid leave helps with income stability for families with new children, allowing new parents to maintain a source of income throughout the expensive health event of having a child.
  - In addition, a study found that mothers who took paid leave were 39 percent less likely to receive public assistance and were 50 percent more likely to report a wage increase in the year following childbirth, than women who did not take any leave.<sup>ii</sup>
  - Paid leave also helps ensure that mothers are able to more easily return to work after the birth of a child.
- For all of these reasons, this bill would promote families’ financial security and as a result, would also support children’s healthy development and positive life outcomes, and we urge your support.

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<sup>i</sup> CBPP. <https://www.cbpp.org/research/federal-tax/a-top-priority-to-address-poverty-strengthening-the-child-tax-credit-for-very>.

<sup>ii</sup> Center for Women and Work. <http://www.nationalpartnership.org/our-work/resources/workplace/other/pay-matters.pdf>



Faith Winter &lt;winterforco@gmail.com&gt;

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## Testimony on FAMLI Act SB 188

1 message

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**Emma Pinter** <EPinter@adcogov.org>

Wed, Mar 13, 2019 at 9:44 AM

To: "faith.winter.senate@state.co.us" <faith.winter.senate@state.co.us>

Sen. Winter,

My with weather being so poor, and my children out of school I am emailing you audio and text versions of my testimony. Both are below:

My name is Emma Pinter I serve as the Vice Chair of the Adams County Commission. Today I am sharing some of my own story, not on behalf of the Board of County Commissioners.

FAMLI Act SB 188 is critical for the overall health of our families. We know in Adams County that 40% of our families are cost burdened. This means that one missed paycheck and they are at risk of losing their housing. I have attended over my 5+ years in elected office countless meetings, task forces, rallies, and events to work on solving homelessness.

There is another way to address homelessness, and that is to make sure that folks have good jobs with good benefits, so they never become homeless. FAMLI is a critical link in that system to ensure that people have the benefits they need so they can handle a crisis, pay their bills, and return to work.

When I was 22 I was working two jobs to make ends meet, one at a bank during the day, and one at coffee shop at night. I got a call that my sister had been run over by a motorcycle, in France, and was laying in a hospital bed.

This trip to France was a gift to my sister. The other family knew how hard it had been for my sister to lose her mom, and invited her along on their family vacation. However once Rebekah was injured they expressed concern that they need to get on with their European tour, and someone needed to come collect Rebekah from France.

Our mother had passed a few years before, our grandparents several years before that. My mother had no siblings. My father had abdicated responsibility for our little family a long time ago.

In 24 hours, I went from planning what to do with my 1 day off a week, to quitting my jobs, and charging a last minute plane ticket I couldn't afford to my credit card.

To me there was no other option. I could not leave my sister alone at 18 in a foreign county.

We would just have to figure out. She had broken both her legs, several ribs, an arm, and had a concussion. It was terrifying, I was terrified, but you show up for family.

When we finally flew back to get my sister set up in a nursing home for her final summer before starting college, I had no home to go to. In quitting my jobs I had also lost my housing. I slept on my friend Amanda's couch until I could find new work, and a new plan.

I know my story just one of countless stories you will hear during testimony today, and over the next few weeks. Each person facing a different sort of challenge. But as the bumperstickers say, stuff happens.

When a crisis hits, FAMILI provides a small but critical link so that when a person faces that crisis they can have some modest help.

I urge you to support the FAMILI Act, SB 188.



**Emma Pinter - SB 188.mp3**

2733K



Written Testimony as prepared for delivery in support of SB19-188 – FAMILI Family Medical Leave Insurance Program (Winter & A. Williams/Gray & Duran) to the Senate Business, Labor and Technology Committee by Jacy Montoya Price, Advocacy Manager at the Colorado Children’s Campaign and co-convener of the Raise Colorado coalition

March 13, 2019

- Madam Chair and members of the Committee, my name is Jacy Montoya Price and I am the Advocacy Manager with the Colorado Children’s Campaign and co-convener of the Raise Colorado coalition. Thank you for the opportunity to testify today in support of Senate Bill 188. And thank you Senators Williams and Winter for your leadership on this policy.
- Raise Colorado supports all Colorado children and families during the prenatal period through the earliest years to ensure healthier communities, a stronger workforce, and a more robust economy now and into the future. Raise Colorado is a statewide coalition, convened by Clayton Early Learning, the Colorado Children’s Campaign and a steering committee of diverse stakeholders that takes collective action to promote bold public policy and change public perception regarding the health and wellbeing of pregnant people, new families, infants, and toddlers.
- Raise Colorado supports SB188 because it will strengthen Colorado families. Paid family and medical leave bolsters child and maternal health, child development, and involved parenting. Relationships with parents and other caregivers are critical to a baby’s early development.
- Our brains grow faster between the ages of 0 and 3 than at any later point in our lives, forming more than one million new neural connections every second. This means that a young child’s early relationships, especially with parents, shape the architecture of the developing brain, forming the foundation for all learning and relationships that follow.<sup>i</sup>
- Paid leave is also associated with reduced infant mortality.<sup>ii</sup>
- Time at home with newborns and infants gives parents the time they need to breastfeed, attend well-child medical visits and ensure that their children receive all necessary immunizations.<sup>iii</sup> Each week of paid leave up to 12 weeks reduces the odds of a new mother experiencing symptoms of postpartum depression.<sup>iv</sup> New Jersey’s paid leave program was strongly associated with improvements in new mothers’ physical health.<sup>v</sup>
- Fathers who take two or more weeks off after the birth of a child are more involved in that child’s direct care nine months after birth than fathers who take no leave.<sup>vi</sup> Involved fathers also promote children’s educational attainment and emotional stability.<sup>vii</sup>

- The Raise Colorado coalition is thrilled about the potential impact Colorado can have on infant, maternal, and paternal wellbeing by offering paid family leave to all workers. Thank you for your consideration of this essential legislation.

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i National Scientific Council on the Developing Child. (2007). *The Timing and Quality of Early Experiences Combine to Shape Brain Architecture: Working Paper No. 5*. Retrieved 30 January 2019, from <https://developingchild.harvard.edu/resources/the-timing-and-quality-of-early-experiences-combine-to-shape-brain-architecture>; Zigler, E., Muenchow, S., & Ruhm, C. J. (2012). *Time Off With Baby: The Case for Paid Care Leave*. Washington, DC: ZERO TO THREE

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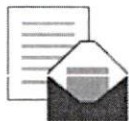
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v Pal, I. (2016). *Work, Family and Social Policy in the United States - Implications for Women's Wages and Wellbeing*. Doctoral thesis, Columbia University. Retrieved 1 February 2019, from <https://academiccommons.columbia.edu/doi/10.7916/D87W6C74>

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vii Lamb, M. (2004). *The role of the father in child development*, 4th ed. (pp. 1–18, 309–313). Hoboken, N.J.: John Wiley & Sons, Inc.; Smith, K. (2015). *After the Great Recession, More Married Fathers Providing Child Care*. University of New Hampshire, Carsey School of Public Policy Publication. Retrieved 1 February 2019, from <https://scholars.unh.edu/cgi/viewcontent.cgi?referer=https://www.google.com/&httpsredir=1&article=1233&context=carsey>



To:  
Cc:  
Bcc:  
Subject:

From: Teva Sienicki <TSienicki@metrocaring.org>  
To: "Jeanette.Chapman@state.co.us" <Jeanette.Chapman@state.co.us>  
Date: 03/13/2019 02:05 PM  
Subject: written testimony- VOTE YES FAML I ACT

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Please accept my written testimony as I'm unable to make it in person due to the weather today.

Good Afternoon, Members of the Business, Labor and Technology Committee  
I offer my testimony today in favor of HB18-1001, the FAML I Family Medical Leave Insurance Program.  
This is simply smart policy for which the time has come.

I support the FAML I Act personally, as a mom and family member. I support the FAML I Act professionally as an employer. And, I support the FAML I Act as a Coloradan and an anti-poverty activist. I support it for the good of our community, our state's economy, and the wellbeing of all our residents, and especially those most vulnerable in our community.

First, I support this bill as a parent. My oldest son came five weeks early. I was sick with pre-eclampsia and hospitalized for several days, before they chose to induce labor. After I labored for 46 hours, I gave birth to a boy who weighed just 4 pounds 14 ounces. I struggled with lactation after my illness and traumatic birth, and his blood sugar crashed. They checked him in for a stay in the Neonatal intensive care. I'd cobbled together three months of leave with sick and vacation time, but by the time I went back to work, he still wore newborn clothes. I got mastitis my first day back but had to work through a fever because I was out of sick time. He was behind developmentally for his first five years, and required a number of intervention services to get him caught up for school. Since I had no sick time remaining, I was forced to try and juggle work and appointments and felt continuously behind, inadequately supported and stressed as I tried to meet the obligations of my job and as a parent. It wasn't easier with my second. My partner was his biological parent. Despite missing a lot of time with my now two year old- who was still in early intervention services, I'd managed to save nearly a month in paid time off to be home with my partner and our new baby. She too, had a tough birth. Our second was breech, and as is more common after a traumatic delivery, my partner suffered from maternal depression. Since I was out of sick time, I returned to work as scheduled, leaving her home alone with a two year old, a newborn, and severe depression. Every day I was stressed, worrying if she'd be able to care for them okay, knowing that she struggled each day to feel well enough physically and mentally to get out of bed, let alone cook, clean and care for two small children. I would stay up late each night after putting the kids to bed to prepare food for them, clean, do laundry and try and take care of them. We'd get woken up by a newborn throughout the night. Then, the next day, after a few hours of sleep, I'd wake up, make everyone breakfast and race to the office to repeat it all again.

In both instances I would have been better able to parent, and more effective and present as a professional, if we'd had an established FAML I leave policy that allowed me to care for my family, save my PTO for its intended use and support my resiliency as a care giver.

I also support the FAML I act as an employer. I've been a nonprofit CEO for over 17 years. I currently

oversee a staff of nearly 25 full time employees; previously, I had a staff of 33 employees. While neither of these organizations hit the threshold (of 50) for the Family Medical Leave Act, I know as an employer that I will maintain better morale, improved productivity, higher retention, and a more loyal team if I provide paid family and medical leave. To do so, I try and cobble together a family leave plan through PTO banking, short term disability policy, and as a budget line item. I've had employees use the leave to welcome new babies into their families, care for a parent with cancer, get major surgery, battle breast cancer, and care for a spouse after a major accident. Currently, I have one staff out on maternity leave and a second, scheduled to start her leave in a month. Frankly, it's a hardship to pay out of pocket as a small employer, and the FMLI Act would allow us to do the smart thing, and the right thing, without sweating it every year as we create a budget that tries to anticipate what this will cost our bottom line.

Last, as a Colorado resident, I know that supporting paid family and medical leave will support the well-being of all Coloradans. This is something that the rest of the developed world has already figured out. Outcomes are better for kids and families when we support parent-child attachment. Educational attainment is improved, mental and physical wellbeing is improved. This is especially the case for low-wage workers who's employers are much less likely to provide this type of leave. Their employers are less likely to provide even paid sick time or vacation time that would allow them the privilege that I had to cobble together a leave to have my children. Low wage earners, are incidentally, the very community at higher risk for birth complications, low-weight births, pre-mature births, asthma, diet-related disease, depression and myriad other health conditions. They are more likely to place a disproportionate burden on emergency medical care systems, because by deferring care due to financial or other reasons, they become more serious.

In my line of work, I see people lose their housing, get their lights shut off, or find themselves unable to put food on the table for their kids because they had to miss work (unpaid) for the birth of a child, because they had cancer or a brain tumor or their wife or kid had cancer. I see people get fired because they took a week off of work to take care of themselves or a loved one, and become homeless as a result. This is unconscionable in a state with a thriving and growing economy, in a state known for wellness and a high quality of life. This bill and a simple and low-cost way to take care of each other in community and improve outcomes for all of us as well as long term savings in our economy.

I urge you to fully support the FMLI Leave Act. I'm happy to answer any questions or stay in conversation about this matter.

**Teva Sienicki | Chief Executive Officer**



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She | Her(s)

**\*Metro Caring's mailing address is no longer a P.O. Box, but our building at 1100 E. 18<sup>th</sup> Ave.**

To: Colorado Senate Committee on Business, Labor, and Technology  
From: Paula M. Cole, PhD  
Regarding: SB19-188: FAMLI: Family And Medical Leave Insurance Program  
Date: March 13, 2019

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Thank you, Chairwoman Williams and committee members, I appreciate the opportunity to testify in support of the FAMLI act today. My name is Paula Cole and I am a teaching associate professor in the Department of Economics at the University of Denver. I am here today to share findings on the economic impact of a paid leave program in Colorado from the study that my colleagues and I published.

Through my research and teaching on caregiving, gender, and labor economics, it is clear that paid leave policy improves economic outcomes and addresses inequities and would be good for Coloradoans and the Colorado economy. Using data from the American Community Survey and the Bureau of Labor Statistics, my colleagues, Dr. Jennifer Greenfield and Dr. Nancy Reichman, and I evaluated the potential benefits and costs of a Colorado leave program.

Here are our key findings:

- Premiums will be more than adequate to cover costs each year, even with full utilization.
- Workers would see an average of \$671 in weekly benefits if they take leave and would only contribute an average of \$4 per week in premiums.
- Low income workers would pay a premium of \$1 a week or \$52 a year, but receive an average benefit of \$261 per week. This paid leave insurance would provide essential economic stability to Coloradoans that are the most economically vulnerable and enable them to care for themselves or loved ones.
- This would provide approximately 131,000 Coloradans a year with income when it is most needed.
- Additionally, our analysis supports the feasibility of funding higher benefits than what is currently proposed.
- Although employers will experience modest increases in payroll costs, employers will not have to pay the workers salary during leave. This savings on wages will help to offset the cost of hiring a temporary worker or paying overtime to other employees.
- In addition, those employers will likely see savings associated with the return of the employee on leave. My colleague, Dr. Nancy Reichman, will expand on how employers benefit from paid leave.
- We can fully fund this insurance program with marginal premiums, reduce the risk of financial hardship for Coloradoans, and increase stability in the economy.

Paid leave will increase economic security for Colorado families, support businesses in providing this crucial benefit to workers, and improve the stability of the Colorado economy. A paid leave policy will provide all Colorado workers both time and resources when it is most needed. I urge you to pass the FAMLI act today.

Good afternoon Madam Chair and Committee Members. My name is Kathleen Maher and I am a Violence Prevention Coordinator and Advocate in Summit County, Colorado. In my role, I work for both Advocates for Victims of Assault and St. Anthony Summit Medical Center to prevent domestic violence and sexual assault in Breckenridge, Frisco, Dillon and Silverthorne, CO. I am writing today in support of Senate Bill 188.

As Violence Prevention Coordinator, I facilitate a partnership between St. Anthony Summit, our local hospital, and Advocates, a community-based advocacy organization serving victims of domestic violence and sexual assault. This partnership was founded with the understanding that DV, SA and stalking are serious health issues: "Violence is a leading cause of injury, disability and premature death. In addition, the social impacts of violence- diminished academic achievement, employment productivity and the deterioration of families and communities- are devastating" (Section 3, Page 7, Catholic Health Initiatives Violence Prevention Resource Guide.) Because DV and SA so negatively impact the health and wellness of our mountain population, Centura Health and AVA have placed a high priority on prevention.

SB 188 addresses an important need in preventing violence by creating long-term healthy outcomes. Paid family and medical leave is a powerful resource for individuals who have experienced violence in the form of domestic violence or sexual assault. While survivors of DV and SA are provided for under the current FMLA guidelines, many of our clients at AVA do not have the means to take the necessary time to medically recover without a source of financial support. We often see victims of violence stay in abusive situations because they do not have the financial resources to leave, especially given the excessive cost of living in our resort community. SB 188 provides an important path toward addressing this issue. By having access to paid leave, survivors can rely on job security, greater flexibility and additional income, setting them up for a healthier future. Ultimately, I support this bill because it will provide survivors with economic justice opportunities to stay safe, and because these supports can be a preventative factor for domestic violence moving forward.

Thank you for your time and consideration as I ask for your support for SB 188.

Kathleen Maher



To:  
Cc:  
Bcc:  
Subject: Fw: Support FAMLI

From: **Ashley Wheeland** <[ashley@wheelandadvocacystrategies.com](mailto:ashley@wheelandadvocacystrategies.com)>

Date: Wed, Mar 13, 2019 at 1:03 PM

Subject: Support FAMLI

To: Kevin Priola <[kpriola@gmail.com](mailto:kpriola@gmail.com)>

Dear Senator Priola,

Thank you for your work on behalf of Colorado.

The Women's Lobby of Colorado is a 25-year-old organization that advocates for women and their policy priorities at the Colorado Capitol. We have 25 member organizations and over 150 individual members. We have long supported policies to help working women care for themselves and their families. In turn, we have always supported Colorado creating a paid family leave program, including the prior legislation in prior sessions. This is the year Colorado can create this program and finally help Colorado families.

Our members are women who care for their loved ones. Women are much more likely to be caretakers of loved ones when needed, from new babies, to spouses to older family members. Furthermore, they are more likely to work in positions where employee benefits such as paid leave are unavailable. Access to paid leave is still low in Colorado, with only twelve percent of employees having access to an employer program and 36% with access to unpaid federal family leave. This leaves the vast majority of Coloradans with few options when they have a sick loved one and need to care for them.

Creating a state paid family leave program makes sense for Colorado employees and employers. It will help employees, especially women employees, care for loved ones for a short period of time, and go back to work afterwards. The program income benefits will ensure Coloradans can still pay some of their bills as they care for their loved ones - helping them keep their homes, pay for their groceries, and pay for utilities. A day like today shows how vital this program will be for Colorado families.

We believe when more Coloradans are working, Colorado does better. Paid family leave programs also have positive health outcomes for women and children, including reduced maternal and infant mortality rates. It means more people have help when they need it - and get better. For employers paid family leave means a stable, healthy and content workforce. It also removes the burden for employers to administer their own program.

For these and many more reasons, the Women's Lobby of Colorado supports SB19-188, the FAMLI Family Medical Leave Insurance Program. This legislation and program has been something Colorado families have long needed - and will benefit our state. Today, as your committee considers this bill, Women's Lobby of Colorado asks you to vote yes on it -- for Colorado's workforce and families, especially Colorado women.

Sincerely,

Women's Lobby of Colorado

--

Ashley Wheeland  
Interim Executive Director  
Women's Lobby of Colorado

March 13, 2019

Dear Committee Members,

First of all, I would like to thank Senator Faith Winter and Senator Angela Williams for introducing this much needed bill.

FAMLI is overdue and will make a significant difference for so many in Colorado. I am a supporter of the bill and would like to share my experiences as a person who used paid family leave and was denied family leave.

As a working mother of two children, I was very fortunate to work at a Denver based, private university who provided paid family leave to care for the birth or adoption of a child or to care for a sick family member. The first time I took leave was over 18 years ago with the birth of my daughter. I was able to take 12 weeks of paid leave and provide the best care for my daughter. It made all the difference in the world for our entire family. My employer did hire an interim person to handle my job responsibilities during my leave. My husband worked at a different employer and while they offered family leave, it would not be paid. We were financially able to afford it in this situation. When my second daughter was born, I was again able to take 12 weeks of paid family leave. However, we were not able to afford having my husband take off any unpaid time. We were grateful for the opportunities to take care of our family and were very aware of how many families did not have the same opportunities.

When my second daughter was about 8 years old, she began having serious health issues. I had a very demanding job and struggled daily to handle taking care of my daughter and running from one doctor's appointment to the next. It was very taxing on me physically and emotionally. When it became so serious that I asked to take family leave, not only was I told "no" I could not because our organization was too small (they had 30 staff in Denver and 50 internationally), when I took the sick leave that I accumulated, I was written up for taking sick leave. \*\*During those sick days, I also worked early in the morning and late in the evenings. I remember clearly agonizing about having to leave an 8 year old, sick child at home alone in order to attend a meeting because I feared that I would lose my job. I also remember stating to my employer that I would never apologize for taking care of my sick child. I ended up leaving that organization.

I often think about the individuals who have to make terrible choices between taking care of our family (however defined). This bill makes sense for Colorado, our people and our economy.

Please support FAMLI. Thank you.

Jodi Lundin

Lakewood resident and mom of two

Hello, my name is Elizabeth Estrella. Thank you for the opportunity to speak today on behalf of SB19-188. I am here to today in support of this bill as a Human Services employee with Jefferson County and because of very recent personal experience. FAML I would benefit Coloradans by ensuring that workers can take up to 12 weeks of paid leave to care for themselves and their families.

In January of this year, I found out my 47 year old uncle, who lived in Mexico, had a tumor in his head. This news was so devastating because my uncle was the representation of love in a human being and gave back to his community in many ways. He was known as the Uber in the town he lived in because he never denied anyone a ride, and he had started a homeless ministry on Saturdays where he provided cookies and coffee, and always put others before himself.

After we heard the news, I made arrangements with my dad and sister to go to Mexico to support him after his neuro-surgery. Unfortunately, initially my mother did not have the freedom to join us on this trip because she was worried about the financial burden it would cause so she was unable to come to support my uncle. The reason why it was so important for us to be there was to provide respite care to my aunt and help continue pushing his daily duties in the community forward. In the end, none of our intended reasons for being there mattered because my uncle passed away before his surgery date.

This is not a testimony about a sad story though, it's about how my mother left work without really being able to financially afford it because she makes up for almost a quarter of the household financial responsibilities. If this bill passed, it would give people like my mom, the opportunity to opt into the benefits that this bill provides in order to support their families. This bill would allow workers to leave their job duties to meet family obligations without worrying about being absent from work for some time without pay.

I hope you will support this bill that would allow working individuals a sense of security in their jobs. Family is the first most important institution in society and the basis for the success of other ones. With SB19-188, Colorado would show it understands how important it is to be able to take family leave to care for a relative, a spouse a child, or care for their own self. Thank you for taking the time to hear my story.

Thank you Madame Chair and to the committee for the opportunity to speak with you today.

My name is Charley Olena and I'm the Advocacy director for New Era Colorado. Our mission is to reinvent politics for young people, mobilizing and empowering a new generation to participate in our democracy to make Colorado a better place for everyone. Last November, young voters turned out in force in Colorado, setting records for midterm participation, with voters under 40 out numbering voters over 60. We showed up in droves because we want change. HB 1187 outlines some of that critical change that young voters want to see.

I'm here to speak in support of House Bill 1187 because at some point in everyone's life, we all face unexpected pressures involving the declining health of a family member, our own medical needs, or the joy and challenges of welcoming a new baby. Establishing a system for paid family leave in Colorado is absolutely critical for supporting Colorado's workers and our economy, by giving families and workers the support they need, without placing the burden onto individual businesses.

As an organization that works directly with young Coloradans, improved benefits at work are one of the top issues that we hear about from the tens of thousands of young voters we work with every year. The US is the only developed country in the world without paid family leave. Furthermore, FMLA, our federal unpaid leave program, leaves out 40% of workers- with low-income, part-time workers, and younger workers are most likely to be those left out. Even for those workers who have access to unpaid leave, the burdens of student debt, rent and other high cost-of-living demands often make unpaid leave unrealistic. Millennials are the largest group of new parents in our country— on in four members of my generation are already caregivers, either for their parents, a child, or another loved one. One poll found that more than 80% of millennial workers would leave their current job for one with better family benefits like paid leave. This policy is a critical investment in our workforce, in our state's economy, and in our business community by allowing us as a society to support workers while boosting retention and productivity at our places of work.

My generation is driving demand within the private sector for benefits like paid family leave programs. Here in Colorado, we consistently turn out at some of the highest rates of young voters in the nation. This is a priority for my generation, and SB 188 offers a commonsense, balanced solution that both supports workers and our state's economy.

For these reasons, please vote yes on SB188. Thank you for your time.

Good Afternoon. My name is Sonal Patel. I am Pediatrician that did further training in Neonatal Intensive Care and founder of NayaCare, Newborn Specialty Clinic. I am also a proud member of Good Business Colorado.

As a medical professional, I can tell you a number of health benefits of this legislation such as decreasing infant mortality, increasing breastfeeding duration leading to saving of medical dollars, decreasing rates of postpartum depression, and improving maternal health during pregnancy. However, I would like to take this opportunity and stand before representing those stories that have impacted me to make the decision to fully endorse Family Act.

After my training, my husband and I moved to Golden, Colorado in 2009. My first job was at Denver Health as a NICU doctor. I remember one dad in particular who was present when his baby was admitted to the NICU then three months later when the baby was being discharged. And not in between. Odd right? Come to find out that for those three months, he had been working three jobs, weekends included, to ensure that they had money for medical expenses and bringing a NICU baby home. He was doing all this while worrying about when would his baby come off the breathing machine, when would his baby eat without a feeding tube, when would his family be able to come home. Unfortunately, this story is not unique but common. Therefore, I stand before you representing all those NICU parents who to have to choose between staying by their babies sides or putting food on the table for their other children.

I stand before representing all those medical professionals, doctors, surgeons, nurses, health care providers who unselfishly put their health aside to tend to their patients. Suffering in silence with chronic diseases, scheduling doctors appointments, taking care of loved, and handling devastating family news in between their shifts. One of the neonatal nurse practitioners I worked with had her 4 year old son diagnosed with juvenile rheumatoid arthritis, an autoimmune disease that affects the joints of young kids and impairs movements. Due to the nature of her son's disease, he qualified for a new treatment only available at Mayo Clinic. This NNP would fly to Mayo Clinic for her son's medical care in between her patient shifts here in Denver to make sure her PTO days were untouched, just in case. I stand for her.

Lastly, I stand before you for my story. Three weeks after our third child was born, my father in law at that time in Little Rock, Arkansas had a major stroke. My husband, a orthopedic trauma surgeon, would work during the week and fly down to Little Rock on the weekends, trying to balance work, a growing family, bonding with a newborn, a wife suffering with postpartum anxiety, and a sick dad. I stand for my family.

As you can see the stories are not limited to a subset of people, they affect each and every one of us. There is a hundred percent chance that we, all, will face a medical or family situation requiring us to chose. At this historical crossroads, let's make it easier for all Coloradan family's and chose Family Act.

My name is Pete Turner and I am the President and Founder of Illegal Pete's Restaurants. I am also a Founding Member and on the Board of Directors for Good Business Colorado, and I am a member of the Colorado Restaurant Association.

I'm here today to show my support for the FAMLI Act, the creation and implementation of which is long overdue.

My business, Illegal Pete's has over 300 employees in Colorado, and we've been working hard as a company to make their jobs livable and career-oriented. We recently completed our Living Wage Initiative, raising our starting Tipped Wage from \$9/hr to \$15/hr over the last 3+ years. Our next employee benefit objective is Paid Medical Leave, so FAMLI hits home to our business. We've informally paid for maternity leave a number of times over the years, and whole-heartedly support the FAMLI Act for exactly the reason we implemented our living wage initiative: to give employees the ability to comfortably provide for themselves and their family, plan for their future, and have the ability to weather family hardships, both seen and unforeseen.

FAMLI is very popular among small business owners of all political affiliation; I can personally testify that FAMLI would be a cheaper option for my business than if I were to go to market to get the same level of insurance, which is obviously important for small businesses, or all businesses for that matter.

FAMLI will strengthen our businesses and communities, by relieving another stressor that average, everyday working Coloradans endure, making for positive and engaged employees.

Thanks for your time, and please vote yes on this bill.

My name is Judy Amabile. I am on the board of Good Business Colorado. As the founder and former president of Polar Bottle, a manufacturing business with as many as 65 full time employees, I can attest to both the need for paid family leave and the difficulty of shouldering the entire expense. An unforeseen medical situation can be a disaster for the employee and business alike. The Family and Medical Leave Insurance (FAMLI) bill addresses both issues.

Everybody gets sick, has an accident or has to help with a family member's health crisis. When our company had fewer people we could and did pay people when they were sick. One employee had a motorcycle accident that caused him to be gone for four months. We paid him because we believed it was the right thing to do. He came back to work as soon as he could. As the company grew it was harder to do that financially. We needed to have consistent policies so we offered up to three weeks of paid time off. We had employees with major health problems in their family on a regular basis. For some, their lives unraveled and they never came back to work.

With FAMLI, employees will be paid from an insurance fund. That will free up money for businesses to hire temporary help or offer overtime to other employees. A Rutgers University study showed New Jersey's paid leave program increased retention, decreased turnover and improved productivity. This bill will also allow smaller businesses to compete for talent with larger companies that are able to offer a paid leave benefit.

Wages have not kept up with costs. Many working people are barely able to provide for their family's basic needs let alone put money aside for an emergency. An unforeseen medical situation can be a disaster. Hard working Coloradans should not have to choose between caring for themselves or for a loved one and putting food on the table.

FAMLI will provide meaningful help to working people just when they need it the most through a program that does not require businesses to shoulder the burden by themselves.

Please vote yes on this Good for Business legislation.

Good afternoon Mr. Chair. My name is Christine Foote-Lucero and I have been a registered nurse in critical care for seventeen years. In addition, I have worked as a forensic nurse for the past ten years.

I am writing you today, representing myself, in support of The Family and Medical Leave Insurance Act (FAMLI). As a forensic nurse, I regularly care for victims of violent crime, such as sexual assault and Intimate Partner Violence (IPV). Part of my job as a registered nurse is to stay current with evidence based literature, which informs my practice.

The United States has a very serious IPV problem. On average, nearly 20 people per minute are physically abused by an intimate partner in the United States. Over the course of one year, this equates to more than 10 million women and men. IPV is an issue affecting people of all ages, races, genders, and sexual orientations. Compared with their non-abused peers, victims of IPV are at higher risk of health problems, including gynecological dysfunction (such as pelvic pain), sexually transmitted infections, gastrointestinal problems, chronic pain, and Post-Traumatic Stress Disorder.

In addition, IPV, sexual assault, and stalking have profound economic effects on victims and survivors. Multiple research studies have addressed the economic consequences and costs of IPV, sexual assault, and stalking for victims and survivors. The costs highlighted include medical expenditures, lower wages resulting from diminished educational attainment, lost wages from missed work and job loss, debt and poor credit, and costs associated with housing instability. In 2003, the Centers for Disease Control and Prevention (CDC) reported that victims of IPV lose a total of nearly eight million days of paid work, the equivalent of more than 32,000 full-time jobs. That number has only undoubtedly risen. Analysis of the National Violence Against Women's Study (NVAWS) data found that victims of IPV who were stalked lost an average of 10.1 days of paid work per year; those who were raped lost an average of 8.1 days per year; and those who experienced physical violence lost 7.2 days per year. Reduced work hours and lower educational attainment lead to significant income losses for those experiencing IPV. Some need time off to seek medical attention, secure a restraining order, or relocate to a safe place. Others are prevented from getting to work when an abuser disables or takes the car, sabotages childcare arrangements, or leaves the victim without cash to use public transportation.

Offering paid "safe leave" gives employees the time to meet with a lawyer, seek a protective order, attend court hearings, utilize counseling services, seek shelter, care for their children, or possibly relocate. It is imperative that policymakers have a more complete understanding of the costs of abuse in order to provide appropriate responses and remedies so that survivors can break free, have a healthy recovery, and live full lives.

For these reasons, I support FAMLI and urge a "yes" vote from the committee. A list of my medical references have been provided.

## References

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Good afternoon. My name is Tracey Tatro Swindle and I am a survivor of domestic violence and sex assault. I am also an ER nurse and SAFNE. Strangulation was a favorite tactic that my ex husband used as a means of power and control. As a result of the many strangulations I endured, I ended up with a traumatic brain injury.

As a mother of 3 young boys and oftentimes the only breadwinner in the family, I would have to go to work to make sure I continued to receive a paycheck to be able to provide for my family. Working in critical care is a challenge; it is even more challenging with a traumatic brain injury.

As a result of my injury I was left with frequent migraines, anxiety, depression, and difficulty focusing. Compound that with PTSD from living in a literal war zone it was next to impossible for me to perform my job to the best of my abilities.

Over the years I would use my PTO to cover the shifts where I couldn't make it into work due to my physical ailments. Every year I ended up using all my PTO and would be unable to take any vacation with my children because my PTO was used for these instances.

Often my PTO bank would be empty and I would still have to call into work and then be short the hours missed on my paycheck. Because of the frequent call offs due to my traumatic experiences I was in jeopardy of losing my job. So, I would drag myself to work overwhelmed by circumstance and life and try to power through.

Had <sup>FAMLI</sup>~~FMLA~~ been available to me it would have provided me with the ability to take the time for myself and for my children that was needed. We would have been able to seek out resources and plan for safety. Instead, I had to make sure I was able to care for our everyday needs versus our psychological needs.

My children suffered because I had to focus on my job security to provide for them. Had I had access to ~~FMLA~~<sup>FAMLI</sup> I could have take days off for therapy, doctor's appointments, and not have had to worry about losing my job.

Please vote in support of FAMLI. Victims and families in the state of Colorado are depending on it.



Faith Winter &lt;winterforco@gmail.com&gt;

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**testimony**

1 message

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**Michael Gay** <mgay@camcolorado.com>

Wed, Mar 13, 2019 at 10:28 AM

To: "faith.winter.senate@state.co.us" &lt;faith.winter.senate@state.co.us&gt;

When My daughter was born the lack of any family leave meant that as soon as her water was breaking I had a boss who told me I was fired if I left to take my wife to the hospital. I left anyways because 5 years and I had never missed a day of work.

Then after she was born I had to work three jobs to make up for the income and medical bills I worked as a bus driver, at Wendy's and at a medical transport company. When I was off I would change diapers and walk with my baby.

My sleep was regulated to 3 hours a day and the rest was work.

This 120 hours of working to not be homeless plus putting the stress on my wife was awful no medical care could be had and at any time when I finished I would put my head down and sleep between segments.

Sent from my iPhone

Good afternoon, my name is Amelia Lobo; I have spent four years working or volunteering with survivors of domestic violence and I currently work as a domestic violence advocate. I am here to speak in support of Senate Bill 188.

I would like to speak specifically to research that supports paid family and medical leave as being a powerful resource for individuals who have experienced or may experience violence in a relationship.

Survivors of domestic violence can and do currently benefit from the ability to use FMLA time to recover from injuries, attend follow up medical appointments, seek counseling and advocacy services, and sometimes even use the time to relocate if necessary. However most survivors have also experienced economic abuse and do not have means to take the time they need to medically recover without a source of financial support. We all understand a lack of access to finances is also a large reason why survivors may stay in abusive situations.

Paid leave can not only help survivors recover and seek safety, but research also points to paid leave as an actual protective factor against domestic violence.

A study examining the impact of access to paid family leave on rates of domestic violence found that women who had access to paid family leave had significantly reduced odds of experiencing violence within the first year after delivering a baby. These outcomes included adjustments for factors like age, relationship status, maternal income and highest educational qualification attained, indicating a clear intersection between paid leave and domestic violence.

Research also details pathways by which paid family leave may influence several risk and protective factors associated with domestic violence. Access to paid leave can alleviate financial stressors that may be a risk factor for domestic violence. Having paid leave helps women remain and advance in the workplace, increasing gender equity (which is associated with lower rates of domestic violence). Paid leave also facilitates parental involvement and parent/child bonding, leading to improved parental and child physical and mental health and other protective factors that are associated with reduced domestic violence.

When we speak broadly about preventing and ending domestic violence, economic supports for survivors and their families are a key factor. Evidence suggests that participation in paid employment can decrease social isolation and financial dependence associated with domestic violence, as well as provide more resources to leave a relationship if a survivor wishes to do so.

Paid family and medical leave is one tool that we can use to promote economic well-being for survivors. Having access to paid leave means additional income, job security and flexibility that can contribute to economic empowerment and reduce rates of domestic violence in our community.

Thank you for your time and consideration, and I ask for your support of SB 188

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Preventing Intimate Partner Violence Across the Lifespan: A Technical Package of Programs, Policies, and Practices (CDC)

Good Afternoon Madame Chair and Committee Members

My name is Suzanne Buchanan, and I am here to support SB 188. I am representing myself.

I have been a supervisor for over 12 years, with teams ranging in size from 6 to 125 employees, and there have been multiple times in my career where I have identified one of my employees as being a victim of Domestic Violence, Sexual Assault, or Stalking.

I knew they were victims because most of them told me. I also knew because on more than one occasion, the perpetrator of the violence has come into or called the business. I have also seen marks on them in some instances, threatening texts, and slashed tires.

Each situation required a different course of action, always with the victims' safety and privacy as my primary purpose. Yet, many times, it was the safety of my entire team that was at great risk as well.

There have been different courses of action I have taken to help both the victim and my teams:

On the business side, I have:

- Hired a private security guard to patrol the business, and walk us to our cars at the end of the day.

- I've hired temporary staff.

- I've utilized counseling through our Employee Assistance Programs.

- I've let them take time off. Sometimes with pay, most times without because it wasn't an option for them.

At times, letting them take time off work risked my own employment because it was during critical production days, or "black-out" dates.

On the personal side I have:

Taken them to shelters.

Loaned them my own money with no expectation that I would ever get it back.

I've helped them find legal counsel, given them rides, clothes, food, and I've given them a safe space to speak their truth.

I did it because it was the right thing to do. I did it because I had to. I was once a victim too.

If I hadn't done what I could to help, my teams would have been way less productive, their morale would decrease.

They would feel unsafe, understaffed, overworked, and defeated.

But most importantly I did what I could to help, it's the right thing to do.

We can talk all day long about the costs of the bill, we can talk about the financial losses to the employers due to violent acts themselves. But at the end of it all, the moral cost is too high for us to ignore this problem.

Please vote yes on SB 188.

Thank you.

## Written Testimony for SB 19-188

Thank you, Chairman Williams...Vice-Chairman Danielson. Thank you committee members, and thank you Senators Winter and Williams and Representatives Gray and Duran for bringing this bill before us. My name is Michael Neil and I rise to strongly support 19-188 on behalf of Colorado Cross-Disability Coalition and on behalf of myself. I rise as an active citizen, person with a disability, and son of a stroke survivor.

For most of my life since I left for my undergraduate studies, I have had an attendant and my mother has not had to take care of me except for on the weekends. (I have permission from both my parents to tell their stories). Twelve years ago, though, my dad suffered a catastrophic stroke that has left him a full-care individual. Furthermore, within the past month, he has entered home hospice, although he is currently during relatively well health-wise. It has not been possible for us to get an attendant for him and, so, my mom has become his full-time caregiver in addition to working a full-time job as a patient advocate for a major home-health agency.

As of right now, she is allowed to work from home and, therefore, can both work and do attendant care (albeit with little sleep). However, in the past several years, the company she works for has been repeatedly bought out by larger and larger corporate entities and we never know when or if her ability to work from home will be compromised. While I have not calculated precisely how much she could receive should the FMLI Act pass, the ability to stockpile insurance while she looked for a job that would allow her to work from home should her current situation worsen is an amazing development, as is the ability for such insurance to be transportable. Furthermore, while the twelve-week limitation on family medical leave may be somewhat short of sufficient, it allows for a cushion to a job search so that downsizing our lives

would not be an immediate necessity. The ability for re-entry into the work-force at the same position as she would have upon taking medical leave is another significant benefit.

On a broader level, the ability to take leave is crucial not only for attendants but for the disability community itself. Should a surgery or illness requiring a significant period of convalescence occur in the life of an individual with a disability, the ability to use family and medical leave insurance would be crucial. I thank the sponsors again for their efforts and urge a firm YES vote on SB 19-188.



Faith Winter &lt;winterforco@gmail.com&gt;

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**Vote Yes on FAMLI Act - testimony**

1 message

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**Suzanne Brundage** <suziebrundage@gmail.com>

Wed, Mar 13, 2019 at 9:16 AM

To: faith.winter.senate@state.co.us

Please be safe in this weather, Faith! I'm sorry you had to go in today...

Testimony:

My name is Suzie Brundage. I am submitting testimony today in support of the FAMLI act in my capacities as a hospice social worker, mother to a 4 year old, and a pregnant woman. My professional and personal experience have shown me that current laws regarding family leave are inadequate.

We live in the only industrialized country that does not guarantee its citizens paid family leave. This has incredibly negative consequences for working people. 40% of workers do not qualify for unpaid leave through FMLA. And the 60% that do qualify? Many working families cannot afford to use unpaid leave, as they live paycheck to paycheck. This means that many new moms are returning to work mere days to weeks after delivering their babies, before their babies can even hold their heads up, and before the mothers are even close to being healed from the major medical event they have just gone through. For a nation that says we support families, this is unconscionable.

My career as a medical/hospice social worker has shown me that this is not only about maternity and paternity leave. It's also about those who are watching their loved ones die, the adult children who desperately want to be there to care for their parents at the end of their lives, but can't afford to do so. Many of these dying adults end up living unsafely at home until they have apply for Medicaid to cover the costs of a nursing home for their final days. This not only complicates the grief of the loved ones left behind (who want to be able to care for their parents as their parents have cared for them), it costs the state tens of thousands more dollars than if we had just paid for family leave to begin with. It's not only unkind and immoral, it's unsound financial policy.

My personal experience also leads me to support this bill. My daughter is 4 years old, and thanks to complications with my pregnancy, I had to return back to work after I gave birth to her several weeks before I felt ready to. My pregnancy with her was difficult, and I was placed on bed rest the last 2 months of my pregnancy in an effort to avoid pre-term labor. Due to my extended leave, I was simply unable to afford to stay home any longer and had to return to work. My baby couldn't even hold her head up on her own. This broke my heart. I was also still struggling to heal after giving birth and as a result, my productivity took a hit. We are not only failing our mothers and babies, we are hurting our economy.

As I said earlier, I am now pregnant for a second time. My baby boy is due in June. I will unfortunately deliver too soon to be able to utilize the FAMLI act. But this pregnancy is a healthy one, and I am one of the lucky ones who does have access to FMLA and 6 weeks paid time off through my job. I also have the financial resources to be able to stay home an additional 6 weeks unpaid. Of course, this is all contingent on a

3/13/2019

Gmail - Vote Yes on FMLI Act - testimony

healthy pregnancy and delivery, and my experience shows me that that is no guarantee. Our abilities to heal our bodies and bond with our baby should not be a privilege available only to a select few. I urge you to do the right thing - vote yes today.

Suzie Brundage  
Thornton, CO



Faith Winter &lt;winterforco@gmail.com&gt;

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**SB-19-188**

1 message

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**Annie Bielecki** <anniebielecki@gmail.com>

Wed, Mar 13, 2019 at 9:04 AM

To: faith.winter.senate@state.co.us

Hello!

I would like to have this testimony in support of the Family Paid Leave Act entered into the record. Feel free to read it aloud as well if you find anything particularly compelling in it.

"I am a Denverite and a mother of two. I work at a company that has excellent benefits, and I was able to take 12 weeks paid leave with each of my children.

I am grateful for that time that I got with my babies, and am an absolute believer that every parent needs that same time, whether they are blue-collar or white-collar workers. It seems unfair that I get to give my children an advantage from the first second of their lives, while the woman who works in janitorial services in the building where I work does not.

The cost of this program seems insanely reasonable. I would happily pay it, and I feel that any responsible employer would happily pay it as well, especially since it takes the burden of covering the full paid leave OFF of the employer."

Thanks for all your work on this matter.

Sincerely,  
Annie Bielecki  
19648 E. 50th Dr.  
Denver, CO 80249  
303-356-2758

**Written testimony for Terri Resley, MomsRising member  
CO Senate Business, Labor, & Technology Committee Hearing on SB 188  
March 13, 2019**

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Thank you very much Madam Chair and Members of the committee for the opportunity to address this important issue. My name is Terri Resley, and I am a MomsRising member from Longmont.

My experience is one of spouse illness causing me to become a full time caregiver. At the time of my spouses diagnosis of Multiple Myeloma and immediate surgery, I was working part time, ironically, at the Boulder Community Hospital Surgery dept. His 11-12 hour surgery was dangerous and luckily went well. However, his recovery, both in the hospital and after he returned home was slow and often extremely painful.

Our children at that time were 9 and 11 with busy schedules filled with school, friends, sports and music lessons. There was no way that I could work during this time; even though we had much familial and friend support in the way of sharing carpools, bringing food over etc. My job at the hospital had a policy in which you had to work a certain number of hours in order to qualify for paid family leave, because I was a part time employee I didn't qualify.

Here again we were very fortunate because my earnings were in place to cover the expenses of our children's activities and not to meet our monthly mortgage, food, utilities etc. However, my spouse and my main concern was for the well-being of our children through this difficult time and so we sought the advice of social workers, psychologists, and whatever books were available; all of these resources strongly recommended that the best way forward for our children was to keep their lives as "normal" as possible. Consequent of my spouse's private disability insurance, he was only earning 60% of his previous salary and I was not working.

This meant that our kids would have to give up their sports teams, piano lessons and other activities--not "normal". Again, we are very fortunate in that my spouse's mother was able to help out financially and ensure their continued piano lessons and during this time my mother was tragically killed in a car accident and the inheritance I received made all the difference.

I fully acknowledge that we, as a family, have now and had many resources and advantages that many, if not most, families do not. We had disability insurance that was very good, I was not a "necessary" bread-winner -- i.e. we could manage our day to day lives (mostly) without my income -- and we have/had a giving and wonderful support system. Having said all of that, having paid family leave would have taken just a bit of the stress of the situation away. I can only imagine what this money would mean for families without the resources we had. Many days it is all you can do to be a caregiver, and a parent, and to have something that takes just a bit of weight off your shoulders is a gift I cannot fully express!

Every single family should have access to paid family and medical leave - it shouldn't be up to luck or winning the boss or life situation lottery if you can afford to put food on the table or care for your children during difficult times like a medical crisis. I urge you all to vote Yes on SB 188. Thank you for your time and consideration.



MomsRising.org  
MamásConPoder.org

**Written testimony for Natalie Henderson, MomsRising member  
CO Senate Business, Labor, & Technology Committee Hearing on SB 188  
March 13, 2019**

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Thank you very much Madam Chair and Members of the committee for the opportunity to address this important issue. My name is Natalie Henderson, and I am a MomsRising member and a mother from Louisville. My son, Oliver, is 4 years old.

About 6 years ago, my husband and I decided we were mentally, physically, emotionally, and financially ready to have a child. We did not take this lightly. We read every parenting book we could get our hands on. We attended parenting classes and infant CPR class.

As many of you know and have experienced, nothing could have fully prepared us to be parents. Being a new parent was one of the most difficult tasks I have endured. The first year was filled with recovering from childbirth, being up every few hours to nurse, feeling stressed about meeting Oliver's needs, and going back to work full time.

When Oliver was born, I was working for a child abuse prevention non-profit where I taught parents and teachers about the importance of bonding with children in the first few years of their lives. This felt somewhat ironic as I only had 12 weeks of maternity leave. All of my vacation and sick days had to be applied to my leave, which only covered about 4 weeks. I also was given some disability pay, but was left with about 6 weeks of unpaid leave.

As a middle class family, we were fortunate to not be completely debilitated by this financial burden, as many families in Colorado are. However, to continue to pay for our daily expenses I needed to go back to work. When I went back to work, I had no sick or vacation days left to take, which added stress to my husband and me any time Oliver fell sick.

That is why I fully support Senate Bill 188. As parents, we should not have to choose between caring for a newborn child and returning to work for fear of losing our jobs or not being able to pay the bills. Being able to bond with my child, to increase his chances of positive health outcomes should have been my focus and should be every parents focus.

I urge you all to vote Yes on SB 188. Thank you for your time and consideration.



MomsRising.org  
MamásConPoder.org

My name is Sarah Clark, I am the organizing manager at One Colorado, the State's leading advocacy organization for lesbian, gay, bisexual, transgender, queer Coloradans and their families.

I would like to voice my strong support of the FAMILI act, because I believe in the basic principle that no one should have to choose between providing financial security for their family or taking care of an aging parent, loved one or new family member.

I respectfully urge the members of this committee to stand with Colorado families and support this very important legislation.

Thank you,

Sarah Clark

My name is Katharine Knarreborg and I'd like to thank the committee for the opportunity to share written testimony about the Family and Medical Leave Insurance Program. As the owner of Merlin Instrument Company, a small engineering and manufacturing business in Centennial, and a member of Good Business Colorado, I strongly support this bill and urge you to vote yes today.

My business has four employees, ranging from median wage earners who assemble parts under a microscope to highly compensated engineers. With so few employees, each one is critical to the success of my business and one of the biggest challenges is finding qualified employees and training them. It takes at least 3 months to train a new employee and often over 6 months to determine if they are a good long-term fit. Hiring and training a new employee is extremely expensive and challenging, so the last thing I ever want to do is lose a good employee due to a situation outside of our control. Unfortunately, without a family and medical leave program, that is a real concern that keeps me up at night. With so few employees, it is very expensive and risky to guarantee paid leave because I don't have the economy of scale that larger businesses have. I would have to keep very large cash reserves, which would directly reduce the amount I could invest in new product development, employee compensation, and growing my business. So instead we offer paid leave on a case-by-case basis. We've been lucky to face these situations mostly during strong years when we were able to meet the needs of our employees, but I know there have been leaner years where that would not have been possible and we may have lost a great employee.

Right now, if an employee has a medical or family emergency, they will have to take off time off work, because skipping a surgery or not taking their mother to chemo appointments is not really a reasonable choice. The employee will likely feel stressed about asking for the time off and covering their bills. The rest of us will scramble to cover the employee's responsibilities, but that only works for a week or so. Beyond that, I will have to hire someone, and I will struggle to cover the

cost of the new temp in addition to offering the employee some paid time off. I will try to juggle finding and training someone new while worrying about how to ensure my highly trained employee will be able return to work. My employee might feel like she has to come back earlier than she should, so she will be distracted or possibly in pain. Or in another situation, without sufficient paid leave to cover her expenses, she may move to be with family and not be able return to work at my company. This is what happens now, and it is not acceptable for my business or employees.

If this program is enacted, my employee will feel comfortable taking time off work, she will know she can cover her bills during the paid leave, and she will know that her job is safe if she chooses to return. She will come back to work when it's safe, and she will be as dedicated and focused as she was before the emergency. Of course, I will still have to cover her responsibilities or hire a temp while she is on leave, but I will feel confident that I have the budget to do so. This program will not eliminate all of the challenges of an employee needing to take time off for a medical or family emergency, but it will give both employees and employers peace of mind during that time. This is how insurance works and why we all have other types of insurance - to limit risk and give us peace of mind. Not only that, this benefit will allow me to attract and retain top talent. It levels the playing field between small businesses and larger companies that can more easily afford to offer paid leave since they have the economies of scale.

Why do we need a public program across the board? It is clear that the private market is not meeting the demands of Coloradans. I recently enrolled my employees in a short-term disability insurance plan. It is twice the cost of this public insurance plan (even without considering the proposed discount for smallest businesses), and it provides my employees fewer weeks of paid time off, lower wage replacement rates, and no coverage at all for family leave. It was hard to even find a broker or insurance company willing to insure my small business, and there is no guarantee that they will continue to offer this policy in the future or that premiums won't increase next year. This is currently the best option but it simply does not fully meet the

needs of my business and my employees – it is expensive and my employees do not get all the protections they need. We need all businesses and employees to participate so that everyone is protected, and so that we can keep the cost low by dividing it over all workers.

I am sure that many people have testified today sharing research, data, and personal stories about the need for paid leave. There is no question that Coloradans need access to paid leave, the only question today is how best to implement it. I strongly believe this plan is the best plan for my small business, my employees, my family, and for all of Colorado. I urge you to vote yes today.



Faith Winter &lt;winterforco@gmail.com&gt;

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**FAMILI leave act**

1 message

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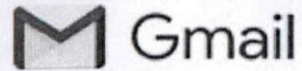
**Debra Olander** <dolander@ufcw7.com>

Wed, Mar 13, 2019 at 1:50 PM

To: "faith.winter.senate@state.co.us" &lt;faith.winter.senate@state.co.us&gt;

Due to the weather we are unable to get there to testify. Know that The 24,000 members of UFCW local 7 stand in full support of the FAMILI leave act. This bill will give all of the us the ability to care for our loved ones without fear of losing our jobs or going bankrupt. We look forward to coming to testify in future hearings so you can hear the many stories we have. Thank you for bringing a bill that will be so good for all of our families. Sincerely Debbie Olander Political Director Ufcw 7

Sent from my iPhone



Faith Winter &lt;winterforco@gmail.com&gt;

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**SB 188- From Julie Mullica**

1 message

**Julie Mullica** <juliemullica@gmail.com>

Wed, Mar 13, 2019 at 1:40 PM

To: faith.winter.senate@state.co.us

My name is Julie Duran Mullica and I serve on Northglenn City Council. First, I'd like to clarify that the city of Northglenn has not officially taken a position on SB 188 yet so, therefore, I am testifying on behalf of myself.

I support SB 188 because it's good, common sense policy that will benefit the people of our great state. As I just mentioned, I am an elected official. I'm also a mom. I'm also a wife and daughter. I'm also an employee who provides significantly to the income of my household. SB 188 provides security to hardworking Coloradans. When I ran for Northglenn City Council I had numerous conversations with my neighbors on how they were one emergency away from losing everything. I saw the fear in their eyes and heard their voices tremble during these conversations and I promised to fight for them anyway I could. This is what I am doing. SB 188 is fair with both the employee and the employer paying into the fund and will ensure that if someone gets ill or a family member gets ill that they don't lose everything. My community needs this, and our state needs this. I want to thank the sponsors for bringing this forward. SB 188 will help my community and provide much-needed security for the hard-working people of Colorado.

Thank you, Madame Chair, members of the committee, and sponsors of this incredibly important bill.

My name is Jennifer Eyl. I am the Legal Director of Project Safeguard and I am testifying on behalf of Project Safeguard in support of SB 188, creating the Family and Medical Leave Insurance Program. Project Safeguard provides legal advocacy services to survivors of domestic violence, sexual assault and stalking in Adams, Arapahoe, Broomfield and Denver counties. We employ 8 legal advocates, 5 of whom are bilingual in Spanish, who provide court support, victim advocacy, and safety planning services to survivors in five locations. The FAMLI program will provide critical financial stability to those survivors who need time off from work.

Every day our advocates speak to survivors who are worried about losing their jobs because they are missing work as a result of harm that someone else inflicted on them and their children. Countless survivors choose to drop protection orders, fail to cooperate in prosecutions, and otherwise sacrifice their safety because their employers have threatened to fire them if they miss one more day of work. Whether they need the time to attend court hearings, relocate, apply for public benefits, seek medical or mental health care, meet with a victim advocate to do safety planning, or access any other necessary service to ensure their safety and health, and that of their children, no one should have to risk losing their job and their financial security to do so.

Many survivors of domestic violence cite financial concerns as the main reason they are unable to leave their relationship. By providing financial support to survivors who take time off to seek safety and support, we will be empowering them to do so for themselves and their children.

Survivors of domestic violence, sexual assault and stalking do not only suffer from the immediate impact of these crimes, such as physical injuries, emotional trauma, or safety concerns, but experience long-term effects that are only improved by accessing assistance and receiving ongoing services. This is not an experience that is overcome in a few days or even a few weeks. This program would recognize that survivors may need to miss months of work before they are able to return to their previous levels of functioning.

Under our current system, survivors are forced to choose between their safety and their jobs. Those who let protection orders drop, are unable to appear to testify against their abusers, cannot take time off to move to a safe location, or cannot make time for medical, mental health, or advocacy appointments where they can obtain assistance with safety planning, are more likely to remain unsafe and feel forced to return to their abusers. Because survivors are at far greater risk when they attempt to leave or separate from their abusive partners, returning to the relationship after dropping a protection order or criminal charges puts them and their children at far greater risk of further, more serious harm, including homicide.

The FAMLI Program will go a long way to improve the lives of survivors of violence in the state of Colorado. I strongly urge you to vote yes on this important legislation. Thank you.



Faith Winter &lt;winterforco@gmail.com&gt;

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**FAMLI**

2 messages

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**Kristen & Terry** <seidelhouse@gmail.com>

Wed, Mar 13, 2019 at 1:07 PM

To: faith.winter.senate@state.co.us

Unfortunately do the weather I am unable to attend today's hearing for the FAMLI act.

I am writing today in support of the FAMLI Act as a mom, a daughter, a wife, and a sister. I am also writing as someone who works with women in poverty.

Around one year ago we learned that our 9 year old son, Calvin, was born with urinary reflux. Every time Cal would urinate some urine would reflux back into his left kidney. Over time his uriter tube was stretched out and he has permanent damage to his left kidney. There was a time where we were questioning whether or not he would be able to keep his kidney. In August he had surgery removing his uriter, tailoring it, and reattaching the tube. He was home for over a week in intense pain post surgery. Last week when we went in for the final test to confirm the surgeries success there were complications. We ended up in the ER. Our 2 hour test turned into a 3 day ordeal. Luckily in the end they were able to preform the final test, and his surgery was a success.

We are lucky. My husband has great insurance. We are lucky my husband has the ability to work from home and has plenty of paid time off. I do not have those benefits as a part time employee, but luckily I have a supportive boss and was able to change my schedule.

It is not hard to see how easily this whole situation could have played different. We, like so many in Denver, live paycheck to paycheck. We could not afford to loose my husband's pay. We could have easily skipped the first test that brought us to learning about Calvin's reflux. As I look at the many women I work with, the single parents who can't miss a paycheck, the low wage workers who's bosses will not be flexible. When I look at Calvin I see a kid who's existence is a complete reflection of our families privilege, and no child's life should be at risk because their parents are unable to take time off work. This is why I am writing today. My family was allowed time to heal, all families should be afforded this same right.

Thank you,  
Kristen Seidel  
720-394-9597

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**Faith Winter** <winterforco@gmail.com>

Wed, Mar 13, 2019 at 1:18 PM

To: sabinapachaaide@gmail.com

[Quoted text hidden]

March 13, 2019

SB 19-188 Testimony

[faith.winter.senate@state.co.us](mailto:faith.winter.senate@state.co.us)

My name is Rachel Ellis, and I own a small employment law firm called Livelihood Law. I am testifying in support of FAMLI on behalf of the Plaintiff's Employment Lawyers Association and the Colorado Women's Bar Association.

PELA has been a Colorado organization since the 1980s and is dedicated to promoting and increasing public awareness of employee rights. Since 1978, the CWBA has existed to promote women in the legal profession and the interests of women generally. The members of these organizations strongly support FAMLI.

The bill before you has been meticulously fine-tuned. It is not only legally sound for the state, employers, and workers, it is practical in its application. We have ensured that wherever possible the framework here is legally familiar so that everyone can navigate efficiently. It is in alignment with Federal FMLA laws, and designed to assist the CDLE in creating an efficient and highly beneficial program. This bill is a carefully vetted solution that is only possible through our legislature.

The FMLA entitles eligible employees of covered employers to take unpaid, job-protected leave for specified family and medical reasons with continuation of group health insurance coverage under the same terms and conditions as if the employee had not taken leave. Alternatively, FAMLI is designed to provide paid leave to all workers in Colorado for specified family and medical reasons. These benefits are portable, so changing jobs does not cause a worker to lose this benefit, as opposed to the FMLA which requires an employee to be at the same employer for a year and to work at least 1,250 hours. If a worker takes any paid or unpaid leave, including under FAMLI, it is time that does not count towards the FMLA's hours worked requirement. Both FAMLI and the FMLA provide job protection for employees.

I urge you to review the flowchart that explains the way that FAMLI and the FMLA fit together. This visual aid addresses the main line of questioning that we have received from the business community about interaction between these two laws, and the concern that workers may take advantage of both programs separately resulting in long stretches of time away from work. For many reasons, these

concerns are unwarranted. First, less than 50% of the Colorado workforce is covered by the FMLA, and so the majority of Colorado workers do not have access to leave under the FMLA. When employees do have access to FMLA, in the vast majority of claims, which are for bonding with a new child or managing one's own serious health condition, FMLA and FAMLI would run concurrently. For leave based on qualifying reasons that are utilized much less frequently, like safe leave, caring for a seriously ill family member, or military claims, the majority will be covered by FMLA and FAMLI concurrently.

In the small minority of claims where FMLA and FAMLI would not run concurrently because of the way FAMLI is defining "family," a worker could theoretically be eligible for FMLA leave subsequently, but research shows it's highly unlikely because: 1) FMLA + FAMLI require documentation for the need for leave, and it's uncommon to have two qualifying life events/emergencies in the same year; 2) FMLA leave is unpaid and many workers can't afford it, with 40% of workers returning to work because they can't afford unpaid leave; 3) FMLA leaves are often short with 42% lasting less than 10 days and only 17% last more than 60 days.

As you will see, it is statistically highly unlikely that a worker would use non-concurrent FAMLI and FMLA leave within the same year, and we should not let the potential in such a small number of cases derail the larger conversation.

As the world changes, and our workforce changes, the need for FAMLI will not disappear. I urge you not to hesitate. It's been 29 years since the ADA was enacted, 26 years since the FMLA was put in place, and those laws do not meet the needs of current employees. Colorado can do better and FAMLI is the answer.



Faith Winter &lt;winterforco@gmail.com&gt;

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**SB188 - FAMILI bill testimony**

1 message

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**Peg Perl** <mgperl@gmail.com>  
To: faith.winter.senate@state.co.us

Wed, Mar 13, 2019 at 1:19 PM

Senator Winter and members of the committee -

I strongly urge you to support SB 188 today.

As a working mom of 2 who has also often had to take off work to travel and care for elderly parents, I support and welcome the chance to pay into an insurance pool that can be used should I or my husband need it - or to help others. When I was pregnant with my second child I could not save up much paid sick leave for maternity coverage because I had a 2 year old daughter at home who also needed care, doctors appointments and more. Then I was placed on mostly-bed-rest for the last 2 weeks of my pregnancy. Luckily, I had an office job where I could work out remote working from home, but for many women that is when they would have to start using saved up paid leave - before the baby was even born. Once my son arrived, my 12 weeks at home (the amount required by law UNPAID) was a patchwork of paid and unpaid days that required family budget stress. Plus for a year afterwards, I had no vacation or sick days to use because I had "borrowed" them to partially cover maternity leave.

This is not a system that works. Please pass SB188 which is a sensible program with shared responsibilities between workers and employers that values family responsibilities and work.

Thank you.  
-Peg Perl

TO: **Colorado Senate Committee on Business, Labor, and Technology**  
FROM: **Nancy Reichman, PhD**  
RE: **SB19-188: FAMLI: Family and Medical Leave Insurance Program**  
DATE: **13 March 2019**

My name is Nancy Reichman and I am Professor of Sociology and Criminology and Research Director for the Colorado Women's College at the University of Denver. I join my colleagues in thanking Chairwoman Williams and the committee for the opportunity to testify today in support of the Family and Medical Leave Insurance Program.

For the twenty years, my scholarship has focused on gender equity at work, including how time away from work to fulfill caregiving obligations impacts opportunities for earnings and advancement. This work leads me to conclude that a paid family leave insurance program is an important public program to maintain a healthy, productive, and equitable Colorado workforce.

To be sure, a family leave insurance program will change leave taking behavior with consequences for how Colorado employers operate. My testimony today focuses on what we have learned, empirically, about the overall impact on employers when similar paid leave programs have been implemented in other states. The bottom line is that employers in these states report that the implementation of family leave programs has been net neutral or slightly net positive on their business operations.

Please allow me to submit a few data points from the available research:

- Analysis of administrative data and quarterly tax data from California found that the average firm had a lower per worker wage bill and a lower turnover rate after PFL was introduced.<sup>1</sup>
- Despite concerns prior to program implementation, a survey of California employers found a majority reporting minimal or no discernible impact from implementing the paid leave program because of a need to temporarily re-assign the work or hire temporary replacements.<sup>2</sup> A NJ survey of business found similar effects, regardless of size of establishment.<sup>3</sup>
- Research consistently shows that paid family programs are associated with greater worker attachment and lower turnover.<sup>4</sup>

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<sup>1</sup> Kelly Bedard and Maya Rossin-Slater. *The Economic and Social Impacts of Paid Family Leave in California: Report for the California Employment Development Department*. Technical Report, 2016.

<sup>2</sup> Appelbaum, E., & Milkman, R. (2013). *Unfinished Business: Paid Family Leave in California and the Future of U.S. Work-Family Policy*. Ithaca, NY: Cornell University Press

<sup>3</sup> <http://bloustein.rutgers.edu/wp-content/uploads/2012/03/Ramirez.pdf>

<sup>4</sup> In California, workers who took advantage of the statewide paid leave benefit were more likely to return to work, with 8% more likely to be employed immediately after taking leave, and 14% more likely to be employed a year after leave ended. Analysis of a nationally representative study of women age 30 or younger is consistent with the California data finding that having paid family leave significantly increases the likelihood that a woman will return to employment 9 to 12 months both before and after a birth, particularly employment with the same employer and at the same, or better, wage. (See, Houser, L., & Vartanian, T. P. (2012, January). *Pay matters: The positive economic impacts of paid family leave for families, businesses and the public*. Center for Women and Work, Rutgers, The State University of New Jersey.; Appelbaum, E. & Milkman, R. (2011). *Leaves that pay: Employer and worker experiences with*

- Paid family leave is a coveted benefit that can level the playing field between large and smaller employees seeking to attract and retain talent.<sup>5</sup>
- Fears that co-workers will resent their colleagues who take paid medical or family leave are not borne out in studies from NJ or California.<sup>6</sup>
- Studies from all states that have implemented paid family leave conclude that abuses of the program are extremely rare.<sup>7</sup>

In sum, while there will be additional costs to business for implementing a paid leave insurance program, research consistently shows that these costs are more than offset by benefits from implementing such plans. For this reason, and those outlined by my colleagues Jennifer Greenfield and Paula Cole, I support passage and implementation of FAMLI.

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*paid family leave in California.* Center for Women and Work, Rutgers, The State University of New Jersey. Retrieved October 13, 2011, from [http://www.paidfamilyleave.org/pdf/leaves\\_that\\_pay.pdf](http://www.paidfamilyleave.org/pdf/leaves_that_pay.pdf).

In Rhode Island, employers who took advantage of their temporary caregiver insurance program reported fewer absences and were somewhat more likely to return to the same job. Notably, they experienced lower levels of stress. See Barb Silver, Helen Mederer and Emillja Djurdevic. *Launching the Rhode Island Temporary Caregiver Insurance Program (TCI): Employee Experiences One Year Later*. University of Rhode Island, April 2016. Retrieved from: [https://www.dol.gov/wb/media/RI\\_paid\\_leave\\_report.pdf](https://www.dol.gov/wb/media/RI_paid_leave_report.pdf).

<sup>5</sup> Rhode Island workers who took advantage of paid leave were more likely to report satisfaction with their ability to be both good workers and good caregivers (Silver, et al. 2016 at note 4.) See also, Ernst and Young, 2016. *Viewpoints on Paid Family and Medical Leave: Findings From A Survey of Employers and Employees* retrieved from [https://www.ey.com/Publication/vwLUAssets/EY-viewpoints-on-paid-family-and-medical-leave/\\$FILE/EY-viewpoints-on-paid-family-and-medical-leave.pdf](https://www.ey.com/Publication/vwLUAssets/EY-viewpoints-on-paid-family-and-medical-leave/$FILE/EY-viewpoints-on-paid-family-and-medical-leave.pdf).

<sup>6</sup> Lerner, S., & Appelbaum, E. (2014, June). *Business As Usual: New Jersey Employers' Experiences with Family Leave Insurance*. Center for Economic and Policy Research Publication. Retrieved 1 May 2017, from <http://www.cepr.net/documents/nj-fli-2014-06.pdf>; Appelbaum, E., & Milkman, R. (2013). *Unfinished Business: Paid Family Leave in California and the Future of U.S. Work-Family Policy*. Ithaca, NY: Cornell University Press. To

<sup>7</sup> California Employment Development Department. (2018). *Annual Report: Fraud Deterrence and Detection Activities*. [Report]. Retrieved from: [https://www.edd.ca.gov/About\\_EDD/pdf/Fraud\\_Deterrence\\_and\\_Detection\\_Activities\\_2018.pdf](https://www.edd.ca.gov/About_EDD/pdf/Fraud_Deterrence_and_Detection_Activities_2018.pdf);



To:  
Cc:  
Bcc:  
Subject:

From: **Jenny Willford** <[jennyclaywillford@gmail.com](mailto:jennyclaywillford@gmail.com)>

Date: Wed, Mar 13, 2019 at 2:28 PM

Subject: Willford Testimony SB 19-188

To: Faith Winter <[faithwinter@gmail.com](mailto:faithwinter@gmail.com)>

Members of the Committee, thank you for the opportunity to submit testimony in support of Senate Bill 19-188. My name is Jenny Willford, I'm a Northglenn City Council Member and I represent the southern part of my city. Today I'm providing testimony on behalf of myself and my family- not on behalf of the City of Northglenn as we have not formally taken a position on the bill at this time.

I support this bill because I know from personal experience that at some point in our lives, every single one of us will have to take off time to care for a loved one and nobody should have to choose between showing up when it matters the most or a paycheck.

I'm the proud mom of three and a half year old. I was really lucky and I want to stress the word luck here, that by all accounts I had an easy pregnancy without complications and didn't need to be placed on bed rest. After I gave birth, I went home and suffered through intense postpartum depression. Because I worked for Senator Winter- she ensured that I was able to take 12 weeks of paid family leave - I didn't have to worry about having to get home and be ready to go back to work immediately. Instead, I was able to focus on managing my depression, bonding with my son and making sure that he had a healthy start, letting my body heal and getting used to our new normal.

My husband however didn't have the same benefits that I did. While he had access to short term and long term disability - neither policy allowed for him to take paid paternity leave. Instead, he took the one week of vacation that he had been working for nearly six months to accrue and one week leave without pay, because that's all we could afford.

According to a 2015 Department of Labor Policy Brief, "when men increase their use of paternity leave, time studies show that the amount of household work fathers and mothers perform may become more gender balanced over time, with the men spending longer amounts of time per day on household chores and childcare. This means that increasing how much parental leave fathers take can change the culture in ways that make it more gender-equal."

When we place the burden of care - which is unpaid work- exclusively on women and girls, we as a society reinforce gender norms and stereotypes that perpetuate inequity.

In my experience needing to take time to give birth or hold your grandmother's hand while she dies isn't new. This is what we've done as human beings since the dawn of time and in 2019, it's past time for public policies to catch up to modern realities. It is for these reasons, that I support SB 19-188.

Thank you.