

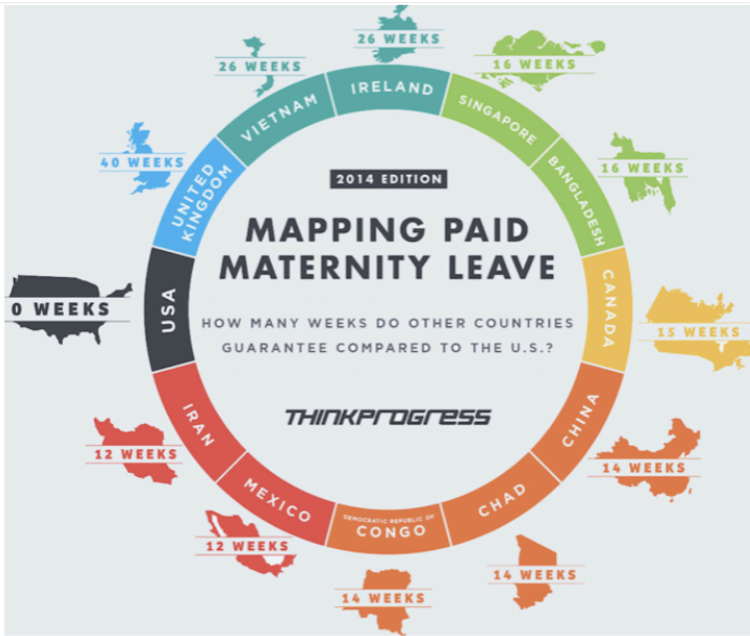


ANTH 230 Project

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Family Leave Policy in the United States

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History

The United States is one of eight countries in the world that does not guarantee paid family leave at the national level. Historically, the United States has continually been a straggler when it comes to family leave policies. It was not until 1993 that the United States passed the Family and Medical Leave Act (FMLA), granting certain categories of women and men up to twelve weeks of unpaid job-protected leave for the following reasons: the birth and care of a newborn child; the placement of a son or daughter for adoption or foster care; to care for an immediate family member (spouse, child, or parent) with a serious health condition; and the employee's own serious illness or injury.



Achievements

- 1984 : The earliest version of the FMLA, the Family Employment Security Act (FESA) of 1984, called for up to twenty-six weeks per year of unpaid, job-protected leave to care for a new child, a child's illness, a spouse's disability, or the employee's own disability.
- 1990: The House successfully passed the bill. but on June 29. President George H. W. Bush vetoed it.

History

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Achievements

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- 1990: The House successfully passed the bill, but on June 29, President George H. W. Bush vetoed it.
- 1993: In January, the FMLA was the first major piece of legislation that President Clinton signed into law.
- 2009: FMLA was amended again to acknowledge that the FMLA has special rules that apply to the way in which eligibility is calculated for airline pilots, flight attendants, and other airline crew members.
- 2015: the U.S. Department of Labor revised the definition of "spouse" under the FMLA to ensure that eligible workers in a legal same-sex marriage can take FMLA leave.
- 2017: some states guarantee no more coverage than the FMLA, while others have expanded unpaid leave to a greater number of workers. Illinois, Ohio, and Virginia provide paid parental leave for state employees. California, New Jersey, and Rhode Island have successfully implemented employee-funded paid leave policies for virtually all workers; beginning in 2018, New York will join this list



Related Organizations

The National Organization for Women (NOW) held a prominent role in the push for universal childcare starting in the 1960's and continues to be a voice for feminist activism. NOW is a large multi-issue organization with grassroots movements that support the equal rights of women. They do their work through a large range of efforts including service, advocacy, organizing, education and policy.

The National Partnership for Women and Families is an organization that strives to improve the lives of women and families through their activism. They aim to change policy and culture through advocacy in public and private sectors. Their



Leaders/ Advocates



Counter movements and Criticism

In the United States the Paid Family Leave Policies are typically left up to the state and/or the individual employers. While there are no specific countermovements for these policies, there has been some push back in general about making Paid Family Leave a national policy. In July of 2019 the Paid Family Leave policies

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The National Partnership for Women and Families is an organization that strives to improve the lives of women and families through their activism. They aim to change policy and culture through advocacy in public and private sectors. Their main focus is supporting grassroots groups and women in the intersections of different issues. They support paid family leave, fairness for pregnant workers, and improving access to quality health care.

Family Values at Work (FV@W) works to raise funds for grassroots movements that have the goal of achieving fair parental leave policies. FV@W aims to help groups in a range of different areas in the U.S.. Their main focus is on Earned Sick Days (ESD) and Family and Medical Leave Insurance (FMLI).



Leaders/ Advocates

Emmeline Pankhurst (born Emmeline Goulden; July 14, 1858-June 14, 1928) was a central woman's right activist who created and led a movement in Britain to win the right for woman to vote. Her parents were both radicals politically, and she attended her first suffragette meeting at the age of 14. In 1879, she married her only husband, Richard, who was an active supporter of woman's right. In 1889, she created the Women's Franchise League. This league peacefully sought the right for married women to vote in local elections. Emmeline then launched the Women's Social and Political Union (WSPU), which was a more militant group of women. These women, called suffragette, did more provocative demonstrations and activities in order to get the attention of the people to their cause: equal rights, and, specifically, the right to vote. Thanks t to Emmeline's efforts, women in Britain were given the right to vote in 1918 - a major breakthrough - but their fight for equal rights? That would continue to progress, but with much stronger footing thanks to Pankhurst's leading efforts at the start.

and Criticism

In the United States the Paid Family Leave Policies are typically left up to the state and/or the individual employers. While there are no specific countermovements for these policies, there has been some push back in general about making Paid Family Leave a national policy. In July of 2019 the Paid Family Leave policies were reviewed at Capitol Hill. While no one is totally against parents being paid for leave involving their children, many conservatives believe that Paid Family Leave would not be beneficial in the sense that it would hurt taxpayers more. One specific group that was arguing against government involvement in this act was The Heritage Foundation. The main argument made by this foundation was: "what we will get is less take-home pay for everybody and more intervention in choices that we would rather be making on our own without the government telling us what our options are." This group argued that the best solution for this are Pro-growth policies like tax cuts. This group believes that if tax cuts are put into place then it would lead to more money into workers pockets and in business revenues and this would result in companies being more able to provide a paid family leave program. While conservatives are not against Paid Family Leave, they definitely think they can come up with a better way to enact these policies and that is why we have labeled conservative people as a countermovement to the Paid Family Leave policy.

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ABOUT

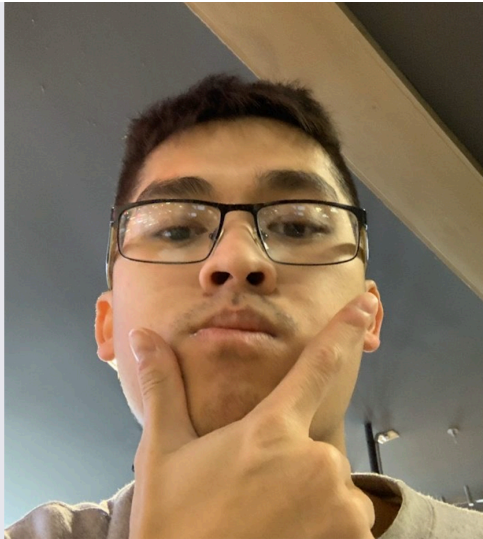
This project and topic is important to our group because of how prevalent in our daily lives this topic is. Coming to college, we each knew we were embarking on a huge step in our lives, and many of us plan on beginning a family after we graduate. However, the more we researched about this topic, the more boundaries and obstacles we realized there were to overcome if we planned on working while doing so. This topic was also important to us because of how much it impacts the people around us in our everyday world, including our parents, professors, and friends. While going through our online gallery, we hope you take special notice to the history and important figures, as this movement has come a tremendous way thanks to its advocates and achievements, but also notice how far we have to go. We hope that through this gallery, you can get a sense for the importance of advancing family leave policy to better assist parents physically, mentally, and financially when navigating parenthood as a working adult.

Meet Our Team!



Soraya

Hi! My name is Soraya and I am a freshman from Carmel Indiana majoring in Economics and Industrial Management and minoring in Spanish. I love to run, write, and play with my dogs! My pronouns are she/her/hers.



David

My name is David and I use the pronouns he/him/his. I am a sophomore majoring in Developmental and Family Science with a certificate in Collaborative Leadership and a minor in Communications. My hobbies include eating food, drinking bubble tea and hanging out with friends! I am heavily involved within the Asian community here at Purdue serving as President for VSA and VPE Shadow for ASUB!



James

Hi! My name is James, I'm from Fort Wayne, Indiana. I'm a junior majoring in Mass Communication and minoring in Spanish. I like to ride my bike & produce music in my spare time.



Emma

My name is Emma & I am a junior majoring in Human services. I am from Indianapolis, Indiana and I love cats. I have one cat named Ginger.



Olivia

My name is Olivia and I am a junior at Purdue majoring in Anthropology. I enjoy reading and writing in my free time. My pronouns are she/her/hers.



Kaitlynn

My name is Kaitlynn and I am a Senior is Developmental and Family Sciences. My favorite thing in the world is being an aunt to my 11 nieces and nephews. My pronouns are she/her/hers.

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Overview Sources

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