

March 5, 2015

Eastern Chapter of the National Organization for Women  
Eastern Connecticut State University  
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Senator Gomes, Representative Tercyak, and members of the committee,

**The Eastern Connecticut State University chapter of the National Organization for Women is writing to share our strong support of raised H.B. 6932, An Act Concerning Paid Family Medical Leave.** This bill would benefit Connecticut residents by expanding the current family and medical leave system and providing paid time off for such leave.

Under the current Family and Medical Leave Act (FMLA) policy, many women who qualify for family leave are unable to take advantage of it because of their socioeconomic status. These employees, often single mothers, do not have the adequate financial support in order to take unpaid leave. If they were given the opportunity to be paid at least a portion of their wages during family leave, they would have the chance to bond with their new child for a suitable amount of time before going back to work.

Historically, women have not been in the workplace as long as men. The system is still trying to catch up to accommodate women, and there is still progress to be made. The current lack of paid family leave is an example of an outdated, male-oriented policy. Years ago, it was true that women were responsible for the caretaking in the family. The times have changed and women are now prevalent in the workplace; therefore, policy changes need to be implemented to accommodate all employees.

Connecticut is a pioneer state in terms of medical leave. We were the first state to pass a Family and Medical Leave bill as well as the first to have paid sick days. In order to keep moving in this positive direction, and to work to improve the lives of all Connecticut families, the state should seriously consider implementing a paid family leave policy.

Thank you for your time and consideration.

Sincerely,  
Mae Ehrnfelt, President  
Gabriela Wrobel, Vice President  
Alexis Apel, Secretary  
Deanna Jimenez, Treasurer  
Kaitlyn Doucette, Public Relations Officer