



14 Stanrod Ave.  
Waterbury, CT 06704  
(203) 597-7456  
[info@racce.net](mailto:info@racce.net)  
[www.racce.net](http://www.racce.net)

**Testimony in Support of S.B. 1: An Act Concerning Paid Family and Medical Leave (PFML) and H.B. 5003: An Act Implementing a Paid Family and Medical Leave Program.**

**By Robert M. Goodrich, Co-Founder of R.A.C.C.E. to the  
Labor and Public Employees Committee of the Connecticut General Assembly:**

My name is Robert M. Goodrich, I am the Co-Founder of Radical Advocates for Cross-Cultural Education-RACCE; a Waterbury based education advocacy organization. We support S.B. 1: An Act Concerning Paid Family and Medical Leave (PFML) and H.B. 5003: An Act Implementing a Paid Family and Medical Leave Program.

In this legislative session, there are many great ideas and concepts being raised and debated. However, the time has come to fully embrace the big, bold, and pragmatic concept of PFML here in Connecticut. In recent history, there hasn't been another concept that has been so fully developed to positively impact every resident and future resident of Connecticut, young and old.

In the community, we work and live in S.B. 1 and H.B. 5003 represent more than pay. These two bills represent freedom from uncertainties and the undue stress for families who yearn to fulfill the basic duties of a loving family member but are forced to relinquish those duties because of the unjust and most certain possibility of financial ruin that is associated with going without pay.

S.B. 1 and H.B. 5003 position our state as a competitive landing spot for private sector employees and their families; secure the likelihood that meaningful care for family members by family from birth to death is possible; and will ease the transitions of workers back to their jobs after taking time off to tend to a birth, adoption, to serve as an organ or bone marrow donor, to care for an injured service member, or to assist a family member with a serious illness.

In our community PFML has the potential to lower chronic absenteeism rates of students living in poverty as well as students of color as these students are predisposed to economic conditions that would have them being the ones providing care for siblings, aunts or uncles, grandparents, or even their own parents who become ill instead of being in school. This is because adults in their lives are forced to work through these life events. PFML provides choices to families in our community. We believe choice is a foundational element to being empowered and conversely the lack of choice is disempowering. Plainly put PFML provides abundant and robust choices for a diverse stakeholder group that aren't currently available.

Finally, as members of the state legislative task force on minority teacher recruitment and retention we believe recruiting Black and Hispanic educators from other regional jurisdiction will be made easier if its known to their spouses or other family members that their families will have access to the same PFML options in Connecticut as they do in Rhode Island, New York, and New Jersey.

Respectfully,

Robert M. Goodrich  
Co-Founder of RACCE  
[rgoodrich@racce.net](mailto:rgoodrich@racce.net)  
(203) 597-7456