

United States Senate

WASHINGTON, DC 20510

January 9, 2023

The Honorable Shalanda Young
Director
Office of Management and Budget
1650 Pennsylvania Avenue
Washington, D.C. 20504

Dear Director Young,

We are grateful to the Biden administration for its commitment to paid family and medical leave. As you complete work on the administration's budget request for Fiscal Year 2024, we are writing to urge you to include \$547 billion in mandatory, permanent spending over 10 years to provide resources sufficient to establish a national paid family and medical leave program that would guarantee up to 12 weeks of paid parental, family caregiving, and personal medical leave to all working people in the United States.

While nearly all workers will need to take time away from work at some point in their lives to address a serious personal or family illness or to care for a new child, just 24 percent of the workforce has access to employer-provided paid family leave, and just four in 10 have personal medical leave through an employer's short-term disability insurance program. For most workers, with the notable exceptions of those in select states that have forged a path forward on paid leave, a person's access to paid leave is entirely dependent upon their employer's generosity. For middle- and low-income workers in particular, access to paid family and medical leave is all too rare, but even the highest wage workers are more likely than not to be without paid family leave. When people cannot afford to take the time they need to care for themselves or a family member, working people, their families, businesses, and the United States economy suffer.

As you well know, the United States is the world's only industrialized nation that does not guarantee workers the ability to take paid leave to care for a loved one or for themselves. We thank President Biden for his commitment to expanding paid leave to rectify this state of affairs, and accordingly urge that the administration's FY24 budget request meaningfully reflect that commitment. It is of the utmost importance that we take strides towards this investment in our nation's workers and families through paid family and medical leave programs to provide much-needed financial security, cost-savings for businesses, reductions in government public assistance expenditures, and stimulation for local economies.

We urge your Office to support this request to help promote the financial well-being of working families and the vibrancy of the economy. Thank you for your consideration, and we look forward to working with you on this important matter.

Sincerely,



Kirsten Gillibrand
United States Senator



Tammy Baldwin
United States Senator



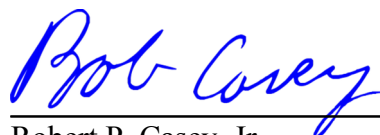
Richard Blumenthal
United States Senator



Cory Booker
United States Senator



Sherrod Brown
United States Senator



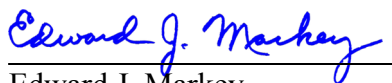
Robert P. Casey, Jr.
United States Senator




Tammy Duckworth
United States Senator



Mazie K. Hirono
United States Senator



Edward J. Markey
United States Senator



Jeffrey A. Merkley
United States Senator



Alex Padilla
United States Senator



Bernard Sanders
United States Senator



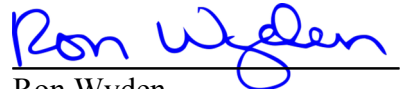
Chris Van Hollen
United States Senator



Elizabeth Warren
United States Senator



Sheldon Whitehouse
United States Senator



Ron Wyden
United States Senator