



Statewide Advocates Influencing Leadership (SAIL) is a community-driven coalition and training project focused on fostering leadership and advocacy among people with disabilities across Pennsylvania. Our group is designed by and for individuals with disabilities, ensuring that the support we provide is both relevant and impactful.

Created in partnership with PA REV UP



Paid Family, Medical, and Safe Leave for Pennsylvanians with Disabilities

Paid Family, Medical, and Safe Leave (PFMSL) would provide Pennsylvania's workers with paid leave to care for themselves or a family member during a serious illness, accident, leaving a violent situation, or while bonding with a new child. PFMSL will benefit working Pennsylvanians with disabilities who need time to take care of their family and themselves. Without PFMSL, many Pennsylvania workers must be multitaskers finding the perfect balance on a tightrope juggling everyday needs for loved ones, themselves, and their job. Pennsylvanians need paid leave for all whether they are working in companies big or small.

What is it?

- Paid family, medical, and safe leave refer to a policy that provides workers with paid leave to address personal health needs, care for family members, or deal with domestic violence, sexual assault, or stalking situations without risking financial stability. It ensures that employees can take necessary time off from work while still receiving compensation, promoting both their well-being and their ability to balance work and personal responsibilities effectively.

What is the impact of not having PFMSL?

- People with disabilities are more likely to be in part-time, low wage jobs; which, often do not provide any paid leave. Without paid leave with job protection, people can lose their jobs if they take time off for medical treatment needs. Additionally, when workers do not have access to paid leave, individuals tend to postpone medical care to prevent loss of pay, or rely on cash benefits as a safety net.

What are the benefits of PFMSL?

- People with disabilities will have paid time off to handle medical situations that arise throughout their lives, including the birth or adoption of a new child.
- Allow individuals to receive emergency mental health services without a loss of financial stability and insurance
- Family members and caregivers could have paid time off to provide necessary care.



Necessary Elements of PFMSL



Includes all employees with a buy-in option for individuals who are self-employed:

- As we work to continue to support the middle class and small businesses, all individuals and businesses, regardless of number of employees, should have equal access to paid family, medical, and safe leave.

Adequate time off should be available for individuals facing or recovering from health/illness/accidents/disability issues and to care for individuals in these situations:

- Having an inadequate amount of time off can be almost as dangerous as having no time off. It is important to provide flexible and adequate time for individuals to heal and adjust to new life situations.
- It is vital to allow others to provide that care when possible. This will allow individuals to return to their jobs rather than needing to quit their jobs and go on public benefits while also alleviating some of the burden on the caregiver industry which has been struggling throughout the country and world.
- Paid family, medical, and safe leave has a critical role in all of the issues addressed in these papers, which are faced by people with disabilities. Each issue will include one way that paid family and medical leave could address each barrier.

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