



Proposition 118: Paid Family and Medical Leave Insurance Program

What is Proposition 118?

If passed, proposition 118 would provide 12 weeks of paid family leave for employees. The program would be paid for by a payroll tax that would be split in cost 50-50 between employees and employers, however, employees could opt to pay more of the percentage, up to 100%. Employees who had pregnancy or childbirth complications would be eligible for an additional four weeks of paid family leave. During leave, employees could earn up to 90% of their paycheck or up to \$1100 per week. The provision would also protect workers who have been employed for at least 180 from being terminated due to leave. Businesses with fewer than 10 employees would be exempt from the program. To be eligible, employees would need to have worked for at least 180 days with their new employer and would need to have earned \$2500 in wages, subjected to the paid family leave program. Employees could take leave if they:

- Experienced in a serious illness or if a close family member experienced serious illness
- Are caring for a new child in their first year of life or in the first year following adoption or foster care
- If a family member is called in for active-duty military service
- If an individual or their family member is a victim of sexual assault, domestic violence, or stalking

Why does it matter for people with Intellectual and Developmental Disabilities and their families?

Need: Individuals with intellectual and developmental disabilities may experience chronic, life-threatening health conditions at a higher rate than the general public. In these situations, family members may need to take time off to care for their loved ones. In addition, many individuals with I/DD and their families face economic insecurity and job instability due to family health care needs. Proposition 118 would protect these employees.

Broad Coverage: This measure has a unique strength in that it includes siblings and domestic partners in its definition of family *and* includes, “any other individual with whom the covered individual has a significant personal bond that is or is like a family relationship, regardless of biological or legal relationship.” Given the increasingly complex nature of familial relationships and the complex nature of care, The Arc of Colorado feels that this provision provides extra protections necessary to ensuring the health and safety of our community.

Flexibility: This plan also allows for flexibility, letting an employee take this leave in increments as little as one hour at a time. Flexibility is key for family members who may need to take extended leave over a long period of time, but do not need to take this leave all at once.

Vote Yes on Proposition 118 to protect the economic security of people with I/DD and their families.