FMLA keeps your job safe.
PFML keeps your paycheck safe, too.

national collaborative for infants & toddlers

In a strong and caring community, no one should have to choose between love and livelihood.

Many people think family leave only means time off after a baby is born, but workers need leave at many stages of life — when sick, caring for a loved one, or managing end-of-life needs.

The **Family and Medical Leave Act (FMLA)** protects jobs when employees take unpaid leave, but it doesn't protect their paychecks. Most families can't afford weeks without income.

That's why **Paid Family and Medical Leave (PFML)** is so important. PFML ensures workers keep both their jobs and have access to temporary wage replacement, helping families stay secure, employers retain staff, and communities thrive.

This fact sheet shows the many types of leave workers may need and why each one matters.

Types of Paid Family and Medical Leave

Parental Leave
Covers a wide range of family-building situations — birth, adoption, foster placement, recovery from miscarriage or stillbirth, NICU care, and leave for fathers. Paid parental leave gives parents critical time to bond, recover, and build strong, healthy families, free from the financial stress of lost wages.

Safe Leave
Allows survivors of domestic or sexual violence to seek safety, access medical or legal help, or relocate. Paid safe leave protects their job and financial stability at a time when security and stability matter most.

Medical Leave
Covers time away for one's own health needs, whether short-term recovery, long-term treatment, chronic conditions, or communicable illness. Paid medical leave ensures workers can heal without sacrificing income — or going to work sick and putting others at risk.

Caregiving Leave
Provides time off to care for children, aging parents, or other loved ones who are seriously ill. Paid caregiving leave allows families to step up for loved ones without losing their paycheck - recognizing the essential role of family caregivers in every community.

Military Family Leave
Provides time off for families of service members, whether for deployment preparation, emergencies, or caregiving when a service member returns injured or ill. Paid leave recognizes the sacrifices of military families and ensures they have the support they need when duty calls.

End-of-Life Leave
Gives employees time to care for a loved one who is terminally ill. Paid end-of-life leave allows families to provide comfort, make arrangements, and be present in life's hardest moments with dignity and compassion.

A strong paid family and medical leave program doesn't have to happen all at once. Lawmakers can take incremental steps — covering different types of leave over time — while still making a real difference for workers and families. Every step forward builds toward a comprehensive policy that protects jobs, paychecks, and health.