



## Resources for Learning About PFL Paid Family Leave

Learning about PFL is easy right? Just go to your employer and get your questions answered! Well for some Moms and Birthing People it's not quite as simple as that.

Navigating eligibility for Paid Family Leave (PFL) can be complicated, as it varies by location and can depend on a range of factors, including your employment status, the state or country you're in, and the specific circumstances for which you need leave. To get accurate and up-to-date information, consider the following options (this list is in no way all inclusive):

- 1. Employer's HR Department:** If you're employed, start by speaking with your employer's HR department. They can provide you with information about your specific company's policies and how they align with local and national regulations
- 2. Government Websites:** Most states and counties have official government websites where you can find detailed information about Paid Family Leave programs. Read carefully because eligibility criteria and benefits can vary by state and even within the county. Much information can be found @ the [US Department of Labor](#)
- 3. Local Government Offices:** If you're unable to find the information you need online, consider visiting or calling your local government labor office for guidance.
- 4. Legal Aid or Advocacy Organizations:** Keep in mind there are nonprofit organizations and legal aid services that specialize in labor and employment rights Examples include Legal Aid Society or similar organizations in your county or region.
- 5. Consult an Attorney:** If you have complex questions or are facing difficulties, you may consider consulting an employment attorney. They can provide personalized advice based on your specific situation. Some attorneys provide certain services Pro Bono, meaning without charge. Many do not advertise Pro Bono services, so you must ask.
- 6. Community Support and Advice Groups:** Online forums, social media groups, or local community organizations may have individuals who have gone through similar experiences and can offer insights or advice based on their own experiences. If you visit FOZAInc.org with a specific question and your zip code, we will help you conduct research.

7. **Union or Employee Association:** If you're a member of a labor union or an employee association, they can often provide guidance on PFL eligibility and benefits.

**Important:** PFL information, laws and guidelines can change by the day, week, month, and year in geographical locations around the entire US, so when seeking information, it's essential to **gather information from multiple sources, and check often** to ensure that you have the most accurate and up-to-date information for your specific situation. Eligibility for Paid Family Leave can be a complex issue, but with the right resources and support, you can navigate the process more effectively.

**Examples:**

— the District of Columbia currently offers paid family and medical leave. Programs are typically funded through employee-paid payroll taxes, and some are also partially funded by employer-paid payroll taxes.

— Maryland (just steps away from DC) Had a law in place in 2022, the governor ordered it to be restructured, and it is expected to be activated in some form by Oct 2024, but isn't expected to be fully activated until 2026.

Independent Resource:

**Center for American Progress (CAP)** - is an **independent nonpartisan policy institute** that is dedicated to improving the lives of all Americans. <https://www.americanprogress.org/about-us/>