

Frequently Asked Questions

Investor [Sign on Letter](#) on Permanent Federal Paid Family and Medical Leave Program

Who is organizing the letter?

ICCR and Trillium Asset Management

What is our expected outcome and how will we follow up on this letter?

With this letter, investors have an opportunity to 1) illustrate to Congress that this issue is material to investors and presents a business risk if not addressed, and 2) urge Congress to pass a comprehensive and permanent federal paid family and medical leave program by the end of 2021.

For decades our community has been stewarding its resources in a variety of ways including screening portfolios and proxy voting, and engaging portfolio companies. This letter is part of broader stewardship efforts by signatories, including engagement with companies on the oversight and management of risks related to workers, including the provision of paid leave. Further, investors with \$9.5 trillion in assets under management communicated the need for paid leave during the pandemic, and some subsequently filed [shareholder proposals](#) underscoring the systemic risks that a lack of paid leave poses to our portfolio companies and the global economy.

Follow up actions could include corporate engagements on paid leave, potential meetings with members of Congress, op-eds and other press strategies.

What is the status of conversations on this issue on Capitol Hill?

Earlier this year, the administration proposed legislation for a permanent national paid family and medical leave program via the American Families Plan.

Not only is this the first time in U.S history that a President has ever proposed a specific national paid leave program, but the inclusion of this proposal in current legislative discussions happening in Congress means that the United States is closer to establishing a national paid leave program than ever before.

Advocates are urging Congress to include a comprehensive and permanent paid family and medical leave program in the upcoming Reconciliation package, to be finalized later this Fall.

To whom specifically will this be sent?

The letter will be sent to Congressional leadership, Members of Senate Finance Committee, Members of Senate Budget Committee, Members of House Ways and Means Committee, and Members of House Budget Committee.

Will this letter be public?

Yes, the letter will be made public and we will be organizing press. Your organization's name (signature) will be made public unless you indicate otherwise.

What is the media strategy?

ICCR will issue a press release to launch the letter and develop a social media toolkit. We encourage you to participate in publicizing this effort

When will the letter be released?

Mid-September 2021

Who has signed the letter to date?

Signatories to the letter will be updated daily and available [here](#).

How do I sign on?

Please complete [this form](#) to sign on or contact Nadira Narine (nnarine@iccr.org).

What is the deadline for signing on?

September 1, 2021

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