

# Support Paid Time to Care for All Workers

## FACT SHEET

We all do better when everyone has the tools they need to be economically secure and have their hard work respected. Paid Sick Days (PSD) and Paid Family & Medical Leave (PFML) both ensure that hardworking people have paid time to care—they're two sides of the same coin.

	PAID SICK DAYS	PAID FAMILY & MEDICAL LEAVE
<b>Why do we need paid time to care?</b>	In Virginia, no one should have to choose between caring for themselves and a loved one or a paycheck.	
<b>How are PSD and PFML different?</b>	PSD is used when we need <b>hours or days</b> to care for ourselves or a loved one.	PFML is used when we need <b>weeks or months</b> to care for ourselves or a loved one.
<b>When is it used?</b>	PSD ensures working people have paid time to care for themselves or a loved one. It protects people from getting fired if, for example, a child gets sick during the middle of their shift. Examples include: <ul style="list-style-type: none"><li>→ Picking your child up from the nurse's office</li><li>→ Recovering from the flu</li><li>→ Going to a medical appointment</li><li>→ Getting care and assistance after domestic assault, stalking, or sexual assault</li></ul>	PFML covers longer term life events that affect all of us at some point. It allows people to keep getting their paycheck and protects them from getting fired if they need to take family or medical leave. Examples include: <ul style="list-style-type: none"><li>→ Bonding with a newborn or adopted child</li><li>→ End-of-life support for a loved one</li><li>→ Caring for your aging parents or a loved one who is ill</li><li>→ Healing after an illness</li><li>→ Getting care and assistance after domestic assault, stalking, or sexual assault</li></ul>
<b>Why are they separate bills?</b>	The underlying values are the same, but the mechanics are different.	
<b>How much time to care is provided?</b>	40 hours can be accrued per year and carried over.	Up to 12 weeks annually for medical or family leave.
<b>How are they paid for?</b>	PSD is a basic employment standard. Employees accrue hours that are paid by the employer.	PFML establishes a state-administered paid leave insurance program. Workers and employers contribute so everyone has guaranteed benefits.
<b>How does paid time to care build a family-friendly economy that's good for business?</b>	<ul style="list-style-type: none"><li>→ Supports a balanced economy that works for everyone, not just those that can afford it.</li><li>→ Ensures people have more time and money to invest in themselves and their families.</li><li>→ Helps level the playing field between small and large businesses while supporting work with dignity.</li><li>→ Allowing workers to access paid leave helps businesses keep the workplace healthier, reduces turnover, and improves productivity.</li></ul>	
<b>How important is paid leave for Virginians' economic security?</b>	<ul style="list-style-type: none"><li>→ Each year, Virginians are unable to take 339,000 leaves that they need and lose \$1.4 billion in wages due to unpaid or partially paid leave, including \$710 million lost by women.</li><li>→ When a worker takes 3.5 unpaid sick days, the average family loses a month's worth of groceries.</li></ul>	
<b>How many other states have it?</b>	18 states, 18 municipalities, and the District of Columbia	13 states and the District of Columbia