

**RESOLUTION #1**

**Subject:** Guaranteed Paid Sick Leave and Paid Family Medical Leave  
**Submitted by:** Iowa Federation of Labor, AFL-CIO Executive Council  
**Referred to:** Resolutions Committee

**Whereas:** The COVID-19 pandemic has shown the inadequacy of current systems and that paid sick leave and paid family medical leave needs to be a guaranteed benefit for all workers. Workers need to stay home if sick, need to quarantine or isolate, and care for loved ones without financial hardship; and

**Whereas:** Every day, working women and men in the United States struggle to meet the dual demands of work and family because their workplaces lack basic family friendly policies; and

**Whereas:** It is long past time for workplaces to reflect the needs of 21st century working families, which for many include the ability to care for children, family members and older relatives while also being productive, responsible employees; and

**Whereas:** The absence of paid sick time has forced Americans to make untenable choices between needed income and jobs on the one hand and caring for their own and their family's health on the other; and

**Whereas:** All working people who are sick, who are affected by quarantine orders or who are responsible for caring for children whose schools have been closed should have job protection and paid sick leave for a minimum of 14 days. Making it possible for workers to stay at home and care for our families without penalty is as important as protecting workers on the job; AND NOW, THEREFORE, BE IT

**Resolved:** The Iowa Federation of Labor, AFL-CIO, its affiliated local unions and Area Labor Federations supports the need for a national guaranteed paid sick leave and paid family medical leave. One way to accomplish this goal is by establishing a universal sick leave fund to ensure that all working people, including construction workers and workers in the entertainment industry, have access to benefits.



USW Local 105 – President



USW Local 105 – Recording Secretary