

NEVADA GIRLS STATE  
SENATE JOINT RESOLUTION NO. 8

Memorializes the 2015 session of the Nevada Legislature to enact legislation that will bring Nevada further into compliance with the Family and Medical Leave Act of 1993 (FMLA) by creating a state disability program that provides paid family leave coverage.

WHEREAS, this program would provide parents who are pregnant or have recently given birth with the necessary paid leave for the mother and/or father to take care of the new child(ren), especially if they cannot afford child care; and

WHEREAS, it would also provide paid and job-protected family/maternity leave to allow parent(s) to spend time with newborn children without financial stress; and

WHEREAS, it would also provide disability leave for a reasonable amount of time to women who have given birth to allow for recovery from the physical implications of pregnancy and childbirth; and

WHEREAS, it would also provide reasonable accommodations for pregnant and disabled persons to protect their safety and physical health; and

WHEREAS, it would also provide sick/personal leave to allow workers to care for an ill spouse partner/family member; and

WHEREAS, it would also allow for reasonable break times for nursing mothers in clean and private facilities, as they are necessary for the wellbeing of both mother and child; and

WHEREAS, this program would create benefits for employers because providing job-protected leave would make employees more likely to return to the same job after their leave terminates; money accumulated from paid leave can be spent in local businesses in the community, thus increasing the circulation of money; and

WHEREAS, the state of California has enacted similar legislation and has had very satisfactory results; therefore, be it

RESOLVED BY THE GIRLS STATE OF NEVADA, assembled in Carson City on July 3, 2014, that the 2015 session of the Nevada Legislature is hereby memorialized to enact legislation to protect workers rights to job-protected and paid leave and bring Nevada further into compliance with the Family and Medical Leave Act of 1993 (FMLA) by creating a state disability program that provides paid family leave coverage.