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**Heller, Fischer, King Bill Would Extend The First Nationwide Paid Family Leave Policy**

*Paid Family Leave Tax Incentive Guidance Issued*

**WASHINGTON** – The U.S. Department of the Treasury and the Internal Revenue Service (IRS) released [guidance](https://www.irs.gov/pub/irs-drop/n-18-71.pdf) this week enabling employers, particularly small businesses, to offer up to 12 weeks of paid family leave through a tax incentive backed by U.S. Senators Dean Heller (R-NV), Deb Fischer (R-NE), and Angus King (I-ME) in the Tax Cuts and Jobs Act. This historic and voluntary program is the first-ever enacted nationwide paid family leave policy, and it is the direct result of the senators’ efforts to secure the tax incentive provision in the Tax Cuts and Jobs Act. Prior to today’s announcement, the senators introduced the Paid Family Leave Pilot Extension Act, legislation that would extend this program for three more years through 2022 in order to give businesses more time to implement a program, expand paid family leave for employees, and allow lawmakers to access sufficient data to assess the program’s effectiveness. Under current law, the program is a two-year tax credit.

Specifically, the tax incentive program established as part of the Tax Cuts and Jobs Act enables employers to offer up to 12 weeks of paid family leave that can be utilized for maternity or paternity leave with biological or adopted children or to take care of a family member. In exchange for implementing the paid family leave policy, employers will receive as much as a 25 percent tax credit for the amount of wages replaced. Because this policy is targeted to hourly employees who would not otherwise have access to paid family leave, employees who participate cannot make more than $72,000 per year.

“As a member of the U.S. Senate Finance Committee, I worked to help write the Tax Cuts and Jobs Act, which established the first national paid family leave policy. I’m proud to continue working with Senators Fischer and King to help incentivize employers to implement a paid family policy that will help parents in Nevada take care of a newborn child or a sick family member,” **said Senator Heller**. “Nevadans shouldn’t be held back from a successful career because of responsibilities at home, and our legislation will give small businesses adequate time to put into effect a policy that works for them and gives Nevada families much-needed flexibility.”

“Now that this guidance is out, I encourage employers, especially small businesses, to take advantage of this opportunity to offer paid family leave. The program provides working families more flexibility as they balance caring for their loved ones with work obligations. Extending this tax-credit would give businesses more time to establish paid family leave and ensure this program is working for families,” **said Senator Fischer**.

“Too many working parents struggle to balance the needs of their families with the needs of their job,” **said Senator King.**“Our outdated family leave policies have long hurt families and held back our economy – it’s time to bring these laws into the 21st century. Our bipartisan bill should be the first step towards providing American workers with more flexibility to make a living and care for themselves and their families.”

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