

WB Paid Leave Grant Opportunity

The Department of Labor's (DOL) Women's Bureau (WB) in partnership with DOL's Employment and Training Administration (ETA) is excited to announce an opportunity for your state to participate in our Paid Leave Analysis Grant initiative. We are inviting each governor to submit a letter of interest through a designated state agency to undertake a paid leave feasibility study to support the development or implementation of paid family and medical leave programs at the state level. **The WB is making available \$500,000 for –up to five grants to support these studies.**

The Family and Medical Leave Act (FMLA) became law in 1993 and guaranteed job-protected leave, but not paid leave, for men and women to care for their newborn or adopted children, seriously ill family members or for their own health needs. Since that time, a few states have implemented their own paid leave programs to ensure workers have the economic security to meet their families' needs. Paid family and medical leave programs enhance job retention and help workers stay on career paths, which benefits both workers and businesses.¹

The grant funds that will be provided to the participating states are FY 2014 funds. We expect the period of performance for these grants to be one year starting in September 2014, and we will require grantees to submit quarterly financial and programmatic narratives. We will provide additional information post award. Grantees may use the funds to carry out research and analysis activities in the categories listed below that advance the state's work on development or implementation of a state paid leave program:

- 1) Statistical analysis such as feasibility, cost benefit and actuarial studies;
- 2) Economic impact analysis;
- 3) Financing, eligibility, and benefit modeling; and
- 4) Education, outreach and marketing analysis for implementation purposes.

To apply for a one-time grant for an amount between \$50,000 and \$250,000, we invite you to submit an application consisting of the following documents:

1. A letter of interest that briefly describes the current status of any existing paid leave program in your state or the level of interest and status of development of any possible future program, the goals and characteristics of the existing or contemplated program, as well as major legislative, legal, budgetary or other obstacles and challenges to implementation. The letter must also describe which one or more of the four research activities, outlined above, your state would like to conduct and how the activities will support or advance the ability of the state to implement a new or expand an existing state paid leave program. The letter must:
 - a. Describe the research and analysis design, including:

¹ Gault, B., Hartmann, H., Hegewisch, A., Milli, J., & Reichlin, L. (2014, March). *Paid Parental Leave in the United States: What the Data Tell Us About Access, Usage, and Economic and Health Benefits*. Institute for Women's Policy Research, p.12.

- i. The objective of the research and analysis study.
 - ii. The type and source of data to be collected or used.
 - iii. The type of analysis to be conducted.
 - iv. The **list of team members** who will implement the study and analysis, including, but not limited to, state employees and experts representing key stakeholder organizations with knowledge and expertise in this area.
 - v. The specific activities for which you will use the money, including proposed deliverables, milestones, and timelines.
 - b. Demonstrate your state's commitment to building a knowledge base needed to explore, develop, implement or improve a state paid family and medical leave program, and sharing such knowledge and promising practices with non-participating states or municipalities in upcoming webinars and other virtual events;
 - c. Include a letter of support from the Governor;
 - d. Be signed by the State Agency Administrator; and
 - e. Be written in 12 point font with one inch margins and no longer than six double-spaced pages.
2. A signed SF-424, Application for Federal Assistance
 3. SF-424A, Budget Information Form; and
 4. A Budget Narrative that provides a description of costs associated with each line item on the SF-424A.

The SF-424 and SF-424A are available through Grants.gov. Applications must be submitted either electronically on <http://www.grants.gov> or in hard copy by mail or by hand delivery (including overnight delivery). Applications submitted on Grants.gov must be successfully submitted no later than 4:00:00 p.m. Eastern Time on the closing date of July 28, 2014. Hard copy applications must be received at 200 Constitution Ave. NW, Room N-4716, Washington, DC 20210, no later than 4:00:00 p.m. Eastern Time on the closing date. Please note that applications should be submitted before the deadline to ensure that the risk of late receipt of the application is minimized. We will not accept applications sent by e-mail, telegram, or facsimile. We strongly encourage applicants to review our Grant Application Tips at http://www.doleta.gov/grants/Nonresponsive_Improvements_FAQs.cfm.

We will select states for participation based on: (1) a clear description of strategies the state intends to implement, (2) how the activities and deliverables identified will advance the state's efforts to explore, implement or expand a state paid leave program; and (3) a solid financial infrastructure that demonstrates proper resource management. DOL may also seek diversity in geographic distribution. If you have questions regarding the application for this award, please feel free contact Laura P. Watson, the Grant Officer for this initiative at the U.S. Department of Labor/ETA, at watson.laura.p@dol.gov or 202-693-3333.

According to the Paperwork Reduction Act of 1995, no persons are required to respond to a collection of information unless such collection displays a valid OMB control number. Public reporting burden for this collection of information is estimated to average 10 hours per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments about the burden estimated or any other aspect of this collection of information, including suggestions for reducing this burden, to the U.S. Department of Labor, to the attention of the Departmental Clearance Officer, 200 Constitution Avenue NW, Room N1301, Washington, DC 20210. Comments may also be emailed to DOL_PRA_PUBLIC@dol.gov. PLEASE DO NOT RETURN THE COMPLETED APPLICATION TO THIS ADDRESS. SEND IT TO THE SPONSORING AGENCY AS SPECIFIED IN THIS ANNOUNCEMENT.