



CONSERVATIVE LEGISLATION IN CONGRESS

That support Parents after the Birth or Adoption of a child

Three separate plans have been introduced in Congress that support parents after the birth or adoption of a child. It is encouraging to see these innovative plans that are fiscally responsible, do not put mandates on businesses, and are completely optional.

CHILD TAX CREDIT PLANS

Advancing Support for Working Families Act

Sponsored by Senators Bill Cassidy (R-LA) & Kyrsten Sinema (D-AZ)

The bipartisan proposal allows parents to advance \$5,000 from their Child Tax Credit (CTC) upon the birth or adoption of a child to be used for paid leave, childcare, or any other cost. In that respect, it is not a traditional paid family leave plan. Today, parents can claim an annual CTC on their taxes of up to \$2,000 for each child under age 17. Under this plan, parents would have the option to claim \$5,000 after the birth or adoption of a child—and, in exchange for the \$5,000 benefit, parents would reduce their yearly CTC by \$500 over each of the following 10 years. Enrollment in this plan would be optional.

Low-income families that do not qualify for the full, refundable CTC could claim a benefit adjusted to 100 % wage replacement for 12 weeks of work. For those families, the proposal also extends the 10-year repayment schedule to 15 years.

SOCIAL SECURITY PLANS:

The New Parents Act

**Sponsored by Senator Marco Rubio (R-FL) and Mitt Romney (R-IA)
and Representatives Ann Wagner (R-MO) and Dan Crenshaw (R-TX)**

The Cradle Act

Sponsored by Senators Joni Ernst (R-IA) and Mike Lee (R-UT)

Both of these plans allow new parents to receive one, two, or three months of paid leave benefits after the birth or adoption of a child. They would then delay activating retirement benefits administered by the Social Security Administration for two, four, or six months. Senator Rubio's plan would also allow parents to transfer benefits between each other. Both plans have certain work-history requirements but stay-at-home parents who have past substantial work history would be eligible as well. Both plans are optional.