



PAID FAMILY & MEDICAL LEAVE

Strengthens Families, Improves Health, and Supports Businesses

Too many workers are forced to sacrifice their savings or their jobs when they need time off to bond with a new child or care for themselves or their families. Paid family and medical leave protects workers during these critical life moments, but the U.S. is one of the only countries in the world that does not guarantee access to it.

When workers have access to paid family leave...



Children & Families Thrive

- ▶ Nursing parents who have access to paid leave are more likely to breastfeed, which has been shown to improve the heart health of the parent and baby.^{1,2}
- ▶ Paid leave policies may lead to fewer preterm and low-birthweight babies, especially for Black mothers.³
- ▶ Paid leave policies may have long-term health benefits for children, partly due to on-schedule medical check-ups during the first few months of the baby's life.^{4,5}



Businesses & The Economy Benefit

- ▶ Women who take paid leave after the birth of a child are more likely to reenter the workforce within a year of the child's birth.⁶
- ▶ Businesses that offer paid leave may see increased productivity, profits, retention, and morale and decreased turnover.^{7,8}
- ▶ In states with paid maternity leave, fewer families have to rely on public assistance programs like Temporary Assistance for Needy Families.⁹

Access to paid family and medical leave is lowest among workers who may need it most.

- ▶ People with higher incomes, college degrees, and full-time jobs are more likely to have paid medical and family leave.¹¹
- ▶ Those who work in production, transportation, and service sectors have some of the lowest rates of access to paid leave.¹²
- ▶ Black and Hispanic/Latino families report less access to paid leave than white families, which may be a result of longstanding discriminatory policies and structural racism.¹³

Paid family and medical leave policies help workers:



Manage a serious personal health condition

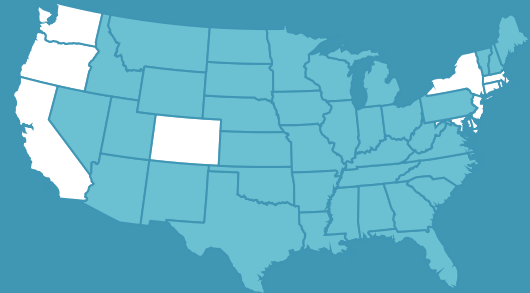


Care for a family member with a serious health condition



Bond with a new child after birth, adoption, or placement in foster care

Only A QUARTER of people who work for private companies and **A THIRD** of people who work for state and local governments have guaranteed access to paid family and medical leave.¹⁰



As of 2022, California, Colorado, Connecticut, D.C., Delaware, Maryland, Massachusetts, New Jersey, New York, Oregon, Rhode Island, and Washington have already passed paid leave laws.

WE CAN BE NEXT!

Act Now



The federal government is not prioritizing paid family and medical leave. So states can and must take action to ensure workers can manage personal and family life events without worrying about losing their income or job. By providing all workers with paid family and medical leave, states can ensure the next generation of children grows into healthy adults.

SOURCES

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