



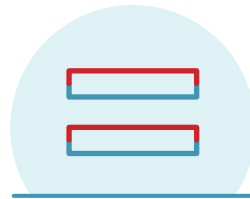
PAID FAMILY & MEDICAL LEAVE Strengthens Businesses and the Economy

Paid family and medical leave policies allow workers time off to bond with a new child or care for themselves or their families. Research shows that these policies help children and families thrive, but they may also be good for businesses and the economy.



Paid leave can boost profits

Businesses that offer paid leave may see increased productivity, profits, retention, and morale and reduced turnover.¹



Paid leave promotes equity

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.³



Paid leave helps small businesses

Offering paid leave may make small businesses more competitive with larger companies when hiring.¹ Small businesses have also adapted well to state paid family and medical leave programs and report positive experiences with such laws.²



Paid leave is popular

In a survey of Rhode Island employers conducted a year after the state's paid family leave law went into effect, a majority of employers were strongly or somewhat in favor of the law. This was true among both large and small employers surveyed.⁴

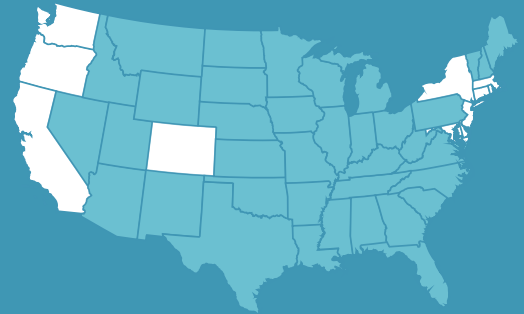


Paid leave strengthens the economy

In states with paid maternity leave, fewer families have to rely on public assistance programs like Temporary Assistance for Needy Families.⁵

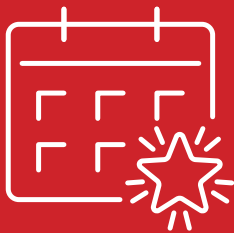


Only **A QUARTER** of people who work for private companies and **A THIRD** of people who work for state and local governments have guaranteed access to paid family and medical leave.¹⁰



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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