

PAID FAMILY AND MEDICAL LEAVE

SAVES MONEY, KEEPS WORKERS AND FAMILIES HAPPY AND HEALTHY

POLICY BRIEF

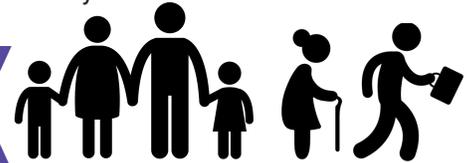


Two out of every three women in Louisiana

who are employed during their pregnancy do not have any paid leave after giving birth.

Without paid leave, many women have to return to work too soon, before they and their infant are healthy and ready. Some women may never return to the workforce, leaving behind career achievements and earnings to contribute to family finances, and increasing employer turnover costs. Lack of paid family leave is bad for women, bad for children, bad for families, and bad for the economy.

Women, men, children, elderly parents, employers, and communities benefit from paid family and medical leaves.



Paid leave after giving birth improves breastfeeding and has other important health benefits for mothers and infants.

Paid maternity, parental, and other family and medical leaves enable women and men to care for children and for seriously ill partners, elderly parents, and their own serious illnesses while maintaining financial security. Lessened financial stress - due to paid leaves - promotes health and lowers health care costs. Paid leaves sustain employment and career progression as a high majority of workers resume work with the same employer after leaves end.

The US is one of only three countries in the world without paid maternity leave.

The other two are Papua New Guinea and Suriname.



All European countries, Canada, Australia, and Japan provide at least 14 weeks of paid leave for mothers of infants, and there are additional paid parental leaves for both mothers and fathers.

Paid family and medical leaves benefit employers as they provide employment continuity and reduce turnover costs.

In US states that have instituted paid family and medical leave insurance policies (California, New Jersey, New York, and Rhode Island), research indicates positive or limited impacts of paid leaves on employer profitability and performance. Paid family and medical leave are "win-win" policies: promoting the health and well-being of children, women, and family members, lowering health care costs, and increasing employee retention, morale, and productivity.

The American Public Health Association and the American Academy of Pediatrics recommend the adoption of a paid family and medical leave insurance program nationally or by states.

HOW TO HELP PUT FAMILIES FIRST →

WHAT TO DO

GET MORE INFORMATION

-  Read the most current research about the benefits of paid family leave:
<http://www.abetterbalance.org/resources/paid-family-leave-tools-and-resources>
-  See what active campaigns in other states look like:
<http://www.abetterbalance.org/resources/paid-family-leave-campaigns/>
-  Get answers to frequently asked questions on paid leave:
http://paidleave.us/paidleave_faq
-  See the 100 top-rated companies for working mothers:
<https://www.workingmother.com/working-mother-100-best-companies-2018>

If you are a business

-  What is the Paid Family Act?:
<http://www.clasp.org/resources-and-publications/publication-1/2014-FAMILY-Act-Business-FAQ-FINAL.pdf>
-  Read why paid leave is good for businesses:
<http://www.nationalpartnership.org/research-library/work-family/paid-leave/paid-leave-good-for-business.pdf>
-  Establish policies for your business to allow employees to accrue paid leave and use it to care for themselves or a newborn:
<https://paidleave.us/workshop/>

If you are an individual

-  Use resources that provide information on the paid leave policies of restaurants and other businesses and patronize businesses that provide paid leave to their employees:
<http://betterwbb.org/business-support-family-act/>
-  Vote for candidates who support paid family leave policies:
http://www.ontheissues.org/Families+_Children.htm