

FACT SHEET: PAID FAMILY AND MEDICAL LEAVE

The United States is the only industrialized country in the world without some form of guaranteed, legally-protected paid leave. Because of that shortfall, only 15 percent of workers have access to paid family leave, and that drops to a mere four percent among low-wage workers. Paid family and medical leave policies provide workers with financial support that they need to take time off of work to care for a loved one or address their own health issues without risking their economic security.

OHIOANS NEED PAID FAMILY AND MEDICAL LEAVE: Extending access to paid leave strengthens women and families, reduces gender and economic disparities, has a positive impact on local economies, improves critical health outcomes, and contributes to a stronger, more productive workforce.

- When taking leave without pay is the only option for workers, unmarried, nonwhite and less educated workers are the least likely to make use of this benefit, leading to greater health and economic disparities among less advantaged workers.
- Paid leave policies for mothers and fathers increase the level of women's employment and participation in the regional workforce, and contribute to higher levels of employment rates and wages for mothers in the years following childbirth.
- Paid leave policies have numerous benefits for businesses by improving employee retention, job satisfaction, and productivity and helping employers compete for top talent.
- Rates of infant mortality, immunization and breastfeeding have all been seen to improve when women have access to paid leave during pregnancy and after childbirth.
- Access to paid leave policies has been proven to decrease the demand for social services. Women who use paid leave are 39 percent less likely to receive public assistance and have a 40 percent lower rate of enrollment in the food stamps program

OHIOANS WANT PAID FAMILY AND MEDICAL LEAVE: Paid leave policies have strong, wide-spread support among voters, workers, employers, family advocates, and the healthcare community.

- Cities, counties, and states are increasingly proposing and passing paid leave policies, including four cities and two counties here in Ohio.
- Surveys conducted ahead of the 2016 election found that voter support for paid family and medical leave crosses gender and political party lines.
- According to national polling and surveys of business owners, paid leave has strong support among business owners – particularly small business owners – and many employers already offer the benefit.

TAKE ACTION: ADVANCE PAID LEAVE IN OHIO

No one should be forced to choose between caring for a loved one and earning a paycheck. Unfortunately, this is the reality for far too many Ohio families lacking access to paid family leave. That's why Ohio lawmakers are taking action to enact statewide paid family and medical leave legislation.

House Bill 550 – Family Leave: Sponsored by Representatives Janine Boyd and Kristin Boggs

CONTACT CHAIRMAN TIM GINTHER AND URGE HIM TO HOLD MEETINGS ON THE BILL IN THE HOUSE
COMMUNITY & FAMILY ADVANCEMENT COMMITTEE - (614) 466-8022 or rep05@ohiohouse.gov

Senate Bill 261 – Paid Leave: Sponsored by Senator Charleta Tavares

CONTACT CHAIRMAN JAY HOTTINGER AND URGE HIM TO HOLD HEARINGS ON THE BILL IN THE SENATE
INSURANCE & FINANCIAL INSTITUTIONS COMMITTEE - (614) 466-5838 or hottinger@ohiosenate.gov

The bills would create an insurance program funded by employee payroll deductions estimated to cost workers between \$25 to \$30 per year. The program allows for workers to continue earning a percentage of their paycheck for up to 12 weeks of leave to:

- Care for and bond with a newborn, newly-adopted child, or newly-placed foster child
- Care for a family member with a serious health condition
- Address one's own medical health condition