



Connecticut Campaign for

**PAID FAMILY LEAVE**

# New Parents Need Paid Family & Medical Leave

## MOST WORKERS LACK ACCESS TO PAID LEAVE

- Just 17% of workers have access to paid family leave through their employer. Just 6% of low wage workers have access to paid leave.
- Nationally, 60% of White, 72.5% of Hispanic, 62% of Black, and 58% of Asian workers are either ineligible for or cannot afford to take unpaid leave through FMLA.
- Families who take unpaid leave after childbirth have trouble making ends meet. To pay bills, they use their savings, **take on debt**, cut leave short, or **rely on public assistance**.

## BENEFITS TO NEW PARENTS, BABIES & THE ECONOMY

- New moms who take paid leave are more likely to breastfeed and receive recommended medical check ups and immunizations. New dads who take longer leaves are more involved in care giving.
- Paid leave reduces postnatal mortality and lowers the risk of postpartum depression.
- Paid parental leave is especially important to the health of Black women, who face much higher rates of maternal mortality and complications from pregnancy than white women.
- Paid leave means parents aren't forced to leave the workforce to care for their families, which improves employee retention and boosts the economy.
- When both parents have access to paid leave, they experience a more equitable division of parental responsibilities and confidence as a team of co-parents.
- Early bonds between parents and their babies develop a foundation to future learning and relationships, which promotes the child's long-term cognitive, social, and emotional development.

## HOW DOES IT WORK?

- Legislation will create an INSURANCE program. All employees contribute to a pool that they can draw from when they need to take leave to care for an ill relative, welcome a new baby, or recover from their own illness or health emergency.
- All start-up costs are reimbursed to the General Fund within the first YEAR of collections. Premiums are collected for 1 year before claimants will draw upon the fund, which will make the program self-sustaining and able to handle benefit claims as well as financially support staffing needs.
- Just like car, health, or home insurance, everyone contributes. The proposed program operates as an insurance pool because only a fraction of residents will use it at the same time.
- Not everyone will need to take the full 12 weeks, and some may not need to take any leave at all, but everyone has the peace of mind of knowing paid family or medical leave is available to them.

**Learn more: [www.paidfamilyleavect.org](http://www.paidfamilyleavect.org)**

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End Note:

National Partnership for Women and Families. (2018). Paid Family and Medical Leave: A Racial Justice Issue - And Opportunity. Retrieved from: <http://www.nationalpartnership.org/research-library/work-family/paid-leave/paid-family-and-medical-leave-racial-justice-issue-and-opportunity.pdf>

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