



Connecticut Campaign for

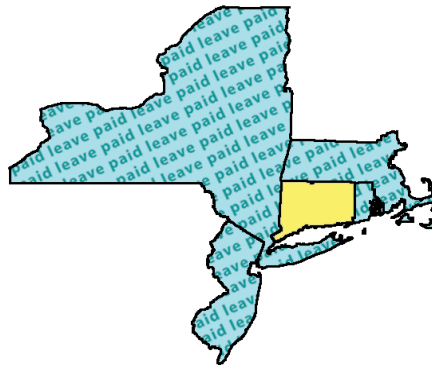
PAID FAMILY LEAVE

Businesses Need Paid Family & Medical Leave

PAID LEAVE: GOOD FOR WORKERS, GOOD FOR BUSINESS.

- **Paid leave improves worker retention**, which saves employers money through reduced turnover costs. Turnover costs are estimated to average 1/5 of an employee's salary.
- **Paid leave increases worker productivity and morale**, two factors that lead to a better bottom line. When employees know they have the ability to take time off to care for themselves or a loved one, they experience greater job satisfaction and are more productive employees.
- **Paid leave helps small businesses compete**. A social insurance model shifts the burden of providing paid leave from small employers and is entirely employee funded. This helps small businesses compete with larger employers to attract top talent.
- **Paid leave works in other states**. A majority of businesses in California (87%) reported no increased costs as a result of the state's paid leave program. Some businesses even reported a cost savings by reducing employee turnover.

**SEVENTY-SEVEN
PERCENT (77%) OF
SMALL BUSINESS
OWNERS IN CT AGREE:**



**IT'S TIME TO
MAKE CT NEXT.**

HOW DOES IT WORK?

- Legislation will create a paid family and medical leave (PFML) 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.
- **Businesses will contribute 0%, or \$0, to the program.**
- All start-up costs are reimbursed to the General Fund within the first YEAR of collections. Premiums are collected for a 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.
- PFML 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 all workers know paid family or medical leave is available to them if they should need it.

Learn more: www.paidfamilyleavect.org

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Small Businesses Support Paid Leave

AC/DC Enterprises, LLC, Wallingford, CT
Anew Massage and Wellness, Granby, CT
Appraisal Associates, North Haven, CT
Aroma Bistro, Wethersfield, CT
Ashley Dascola, LLC – Holistic Perinatal Wellness, Milford, CT
Balter Law, LLC, Branford, CT
Bench Shop, Willimantic, CT
Benidorm Bikes, Canton, CT
Bethwood Pest Elimination, LLC, Bethany CT
Birth Partners, LLC, Stratford, CT
Canfield Corner Pharmacy, Woodbury, CT
Chip in a Bottle, New Haven, CT
Claire's Corner Copia, New Haven, CT
Common Grounds, Branford, CT
Common Grounds, Hamden, CT
Don Malen Family Consignment, Canton, CT
Duck Duck Goose Children's Store, Milford, CT
Eclectic Café, Madison, CT
Edge of the Woods, New Haven, CT
Elm City Wellness, New Haven, CT
Enchanted, Guilford, CT
Farnam Associates, LLC, New Haven, CT
Fire Ring Farm CSA, LLC, Portland, CT
Flour Garden Bakery, Woodbury, CT
Frame Dimensions, Manchester, CT
Frame Dimensions, West Hartford, CT
Granby Pharmacy, Granby, CT
Granby Village Health, Granby, CT
Grass Roots Ice Cream, Granby, CT
Imagine Wellness, LLC, Cheshire, CT
ION Restaurant, Middletown, CT
Jamaican Me Crazy, Willimantic, CT
James K. Grant Associates, Collinsville, CT
KnockOut Organizing, Glastonbury, CT
Knowledge Needs, Stratford, CT
La Familia Bolivian Restaurant, Canton, CT
Landrop Comics and Game Center, Willimantic, CT
LaSalle Market, Collinsville, CT
Little Rabbit Baking Co., Hamden, CT
Lotta Studio, New Haven, CT
Max & Lily's Closet, West Hartford, CT
Molten Java, Bethel, CT
Music Haven, New Haven, CT
Oak HC/FT, Greenwich, CT
Our True Colors, Hartford, CT
P+F Tire Exchange, LLC, Meriden, CT
Paragon Development, Wallingford, CT
ParenTechnique, LLC, Bethany, CT
Perfect Piece Furniture Consignment, South Windsor, CT
Picture Perfect Custom Framing, West Hartford, CT
Pixi Hair Studio, West Hartford, CT
Prism House Painting, Darien, CT
Rao Legal, LLC, Trumbull, CT
River Bridge Resolutions, LLC, Hamden, CT
Scott D. Friedman Consulting, LLC, North Haven, CT
Serenity Wellness, LLP, Branford, CT
SoftLink, Stratford, CT
Soulbury, Woodbury, CT
Studio 7, Southington, CT
Techmate/Blue Lotus, Branford, CT
The Art of Yum, LLC, Waterbury, CT
The Canvas Patch, Milford, CT
The Frame Shop and Westville Gallery, New Haven, CT
The Grove, New Haven, CT
The Red Barn of Woodbridge, Woodbridge, CT
The Ruby Tree, Woodbury, CT
The Vinci Group, Manchester, CT
The Write Approach, Woodbridge, CT
Three Ladies Antiques, West Hartford, CT
Tony's Men's Shop, Waterbury, CT
Untapped Potential, Inc., Canton, CT
West Haven Vapors, West Haven, CT

End Notes

1. CWEALF (2018). The Time is Now: Candidate's Guide to Women's Economic Security. Retrieved from <https://fmli.files.wordpress.com/2018/09/final-candidates-guide-to-womens-economic-security.pdf>
2. National Partnership. (September 2018). Paid Leave Works in California, New Jersey, and Rhode Island. Retrieved from <http://www.nationalpartnership.org/research-library/work-family/paid-leave/paid-leave-works-in-california-new-jersey-and-rhode-island.pdf>
3. Small Business Poll by BLS Research & Consulting. 2017. Retrieved from: <https://paidfamilyleavect.org/2017/05/31/new-poll-smallbusinesses-support-paid-family-and-medical-leave/>
4. Truong, A. (2016, January 28). When Google increased paid maternity leave, the rate at which new mothers quit dropped 50%. Retrieved from <https://qz.com/604723/when-google-increased-paid-maternity-leave-the-rate-at-which-new-mothers-quit-dropped-50/>
5. U.S. Department of Labor. 2018. National Compensation Survey: Employee Benefits in the United States. Retrieved from: <https://www.bls.gov/ncs/ebs/benefits/2017/ebb10061.pdf>