

THE CASE FOR PAID FAMILY & MEDICAL LEAVE

Only **17%** of American workers – and only **5%** of low-wage workers – have access to paid leave. Fewer than **40%** of employees have access to personal medical leave through their employer.



41% of the workforce isn't eligible for the FMLA because:

- ⌚ Their employers have fewer than 50 employees
- ⌚ They haven't been working for their employers for at least a year and 1,250 hours

The U.S. guarantees

0 WEEKS

of paid family & medical leave



82% of voters say they favor a national paid family and medical leave program

BENEFITS OF PAID FAMILY & MEDICAL LEAVE

When paid family leave is available, Moms are:*



93% more likely to be at their jobs 9 to 12 months later



39% less likely to need public assistance

DADS ARE:

2X as likely to take leave following a child's birth

More likely to change diapers, clothe and feed baby at 8-12 months***



BABIES ARE:

3X more to start breastfeeding and **2X** more likely at six months

Babies are also more likely to see the doc for a check-up and more likely to get immunized



CAREGIVERS ARE:

- **More likely** remain in the workforce while providing care for an ill family member
- Likely to show **increased levels of productivity**



1 in 4 mothers return to work within **10 days** of giving birth

Nearly 12% return less than a week after giving birth



1 in 5 retirees

left the workforce earlier than planned to care for an ill spouse or other family member

Family caregivers who leave the workforce to early lose on average, nearly \$304,000 in wages and benefits over their lifetime.

MomsRising.org | MamasConPoder.org

Graphic Information courtesy of the National Partnership for Women & Families, The Department of Labor, the AARP and What to Expect

* In the year following a child's birth, compared to moms who take no leave at all. ** Partners who took more than 12 weeks of leave compared to partners who took less than 12 weeks

DOLLARS & CENTS

The lack of access to paid family and medical leave has real financial costs.

\$500 BILLION

The amount the U.S. loses in annual economic activity

\$20.6 BILLION

The amount families lose in wages each year

\$160 BILLION

The amount businesses lose each year in productivity (more than double absenteeism)

\$231,800

The amount individual workers lose in wages over a 40 year career



Paid family leave helps to **eliminate the barriers to breastfeeding** to women of color.

Enabling optimal breastfeeding would **prevent 2,619 maternal death and 729 maternal deaths** annually in the U.S.

20 million people take family & medical leave per year



4 OUT OF 5 PEOPLE (OR 15 MILLION WORKERS) would be left out of a plan that only offers paid leave to new parents (moms & dads).

Paid family leave programs implemented in states nationwide give us a front row seat on why paid leave is good for businesses!



83%

of mother's who take paid leave returned to work for their employer, reducing training & replacement costs



Nearly **90%**

of business showed an increase in productivity and employee morale



87%

showed no increase in costs

NEARLY TWO-THIRDS

of workers aged 45-74 provide care to a spouse, parent, or other relative

Paid leave can reduce risk factors for child abuse and neglect



60% OF CAREGIVERS ARE FEMALE

The typical caregiver is a 49-year-old female, currently caring for a 69-year-old female relative who needs care because of a long-term physical condition.



Providing paid family leave to workers with caregiving responsibilities can help close the gender wage gap.

Add your name to our million member movement for moms and people who love them! Text MOMS to RISING (747464)

It is time to make paid leave a reality for everyone. Whether it's to care for a newborn you swear already smiles, a mom who is ill, or a spouse battling cancer, being there for family is what matters. You shouldn't have to give up a paycheck, or risk losing your job, to do it.

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SOURCES: National Partnership for Women & Families, "Key Findings: 2016 Election Eve/Election Night Survey"; National Partnership "Paid Family and Medical Leave: An Overview"; National Center for Children in Poverty "Building a Competitive Future Right from the Start How Paid Leave Strengthens 21st Century Families"; The Department of Labor, "The Cost of Doing Nothing"; AARP Keeping Up with the Times: Supporting Family Caregivers with Workplace Leave Policies; What to Expect: <http://www.whattoexpect.com/tools/photolist/why-the-u.s.-desperately-needs-a-national-paid-family-and-medical-leave-program.aspx>; AARP, "Understanding the Impact of Family Caregiving on Work"; Caregiving in the US - AARP & National Alliance for Caregiving; The Wage Gap: The Who, How, Why, and What To Do - National Women's Law Center; Disparities in Breastfeeding: Impact on Maternal and Child Health Outcomes and Costs. The Journal of Pediatrics, 2016; Preventing Child Abuse and Neglect: A Technical Package for Policy, Norm, and Programmatic Activities, Centers for Disease Control, 2016; Center for American Progress, "The Cost of Work-Family Policy Inaction"; Analysis of the "Family and Medical Leave in 2012: Technical Report," by the Center for American Progress