

Paid Family Leave in PA

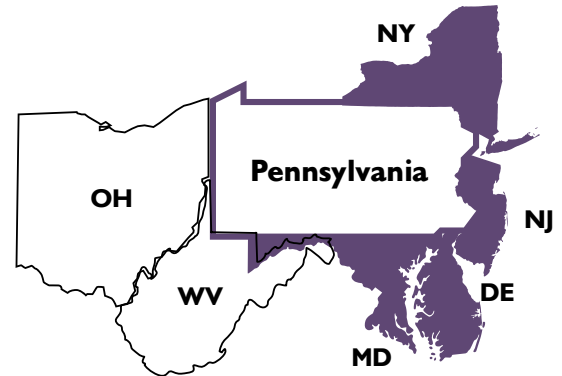
78% of Pennsylvanians support a statewide paid leave program

Paid family leave is good for PA families

Every month of paid parental leave reduces the infant mortality rate by up to 13%

By age 56, 41% of working men and 46 percent of working women will experience a work-limiting health condition

Women who take paid leave are 39% less likely to utilize federal assistance programs during the first year of their child's life



States in PURPLE have paid family leave programs

Paid family leave is good for PA businesses

**Pennsylvania
needs paid
family leave!**

Within paid leave jurisdictions, businesses saw statistically significant increases in productivity compared to others without paid leave laws

Average increase to bottom line benefit where paid leave is offered was 6.8%

In both NJ and CA, employers reported little negative impacts in complying with requirements. Small businesses were even less likely to report negative effects

What can you do?

- Support the Family Care Act - legislation that would create a paid leave program in PA
- Contact your legislators and tell them PA needs paid leave now!
- Join advocacy efforts that support paid leave

For more information email Blake Emmanuel at bemmanuel@thefundcc.org.

Sources

- Report: Impact of Paid Family and Medical Leave in Pennsylvania, Urban Institute
- Report: Paid Family Leave: An Effective Policy to Improve Child and Parent Outcomes, Vanderbilt Peabody Institute
- Report: The Impact of Paid Maternity Leave on the Mental and Physical Health of Mothers and Children: A Review of the Literature and Policy Implications, Maureen Sayres Van Niel et. al.
- Report: The business impacts of paid leave, American Sustainable Business Council/Panorama
- Report: Leave That Pays, Eileen Appelbaum and Ruth Milkman
- Report: Access to Paid Family Leave for Family and Medical Reasons Among Workers with Disabilities, Office of Disabilities Employment Policy



Website