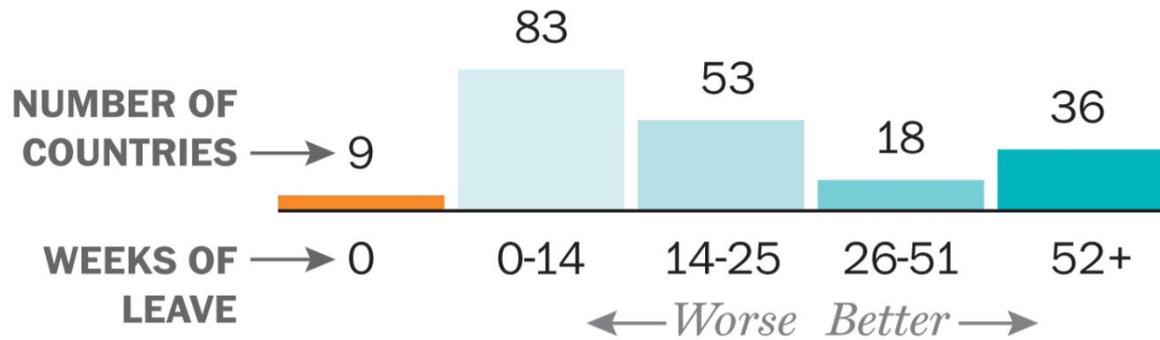


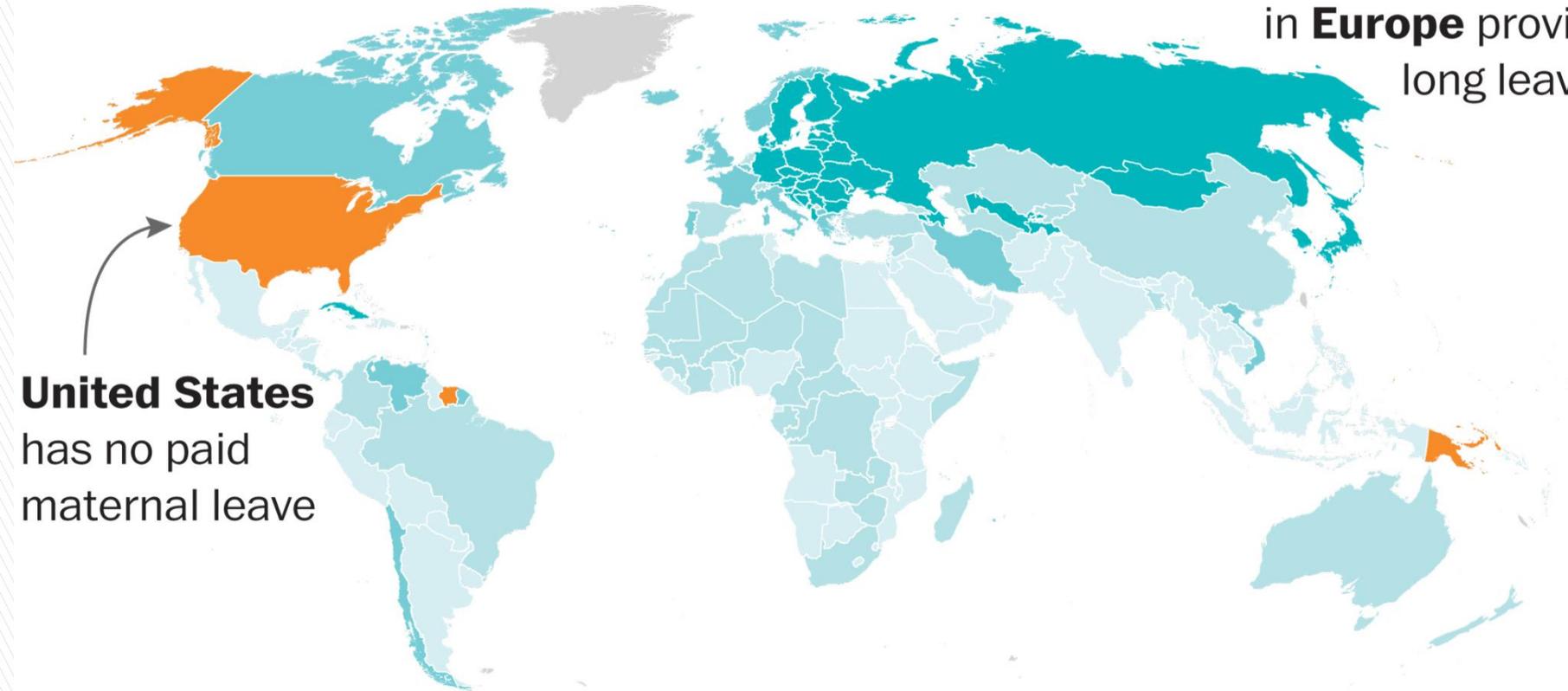
# Paid Family & Medical Leave:

Setting the stage for safe, stable nurturing relationships and environments

# Paid maternal leave around the world



Most countries in **Europe** provide long leaves

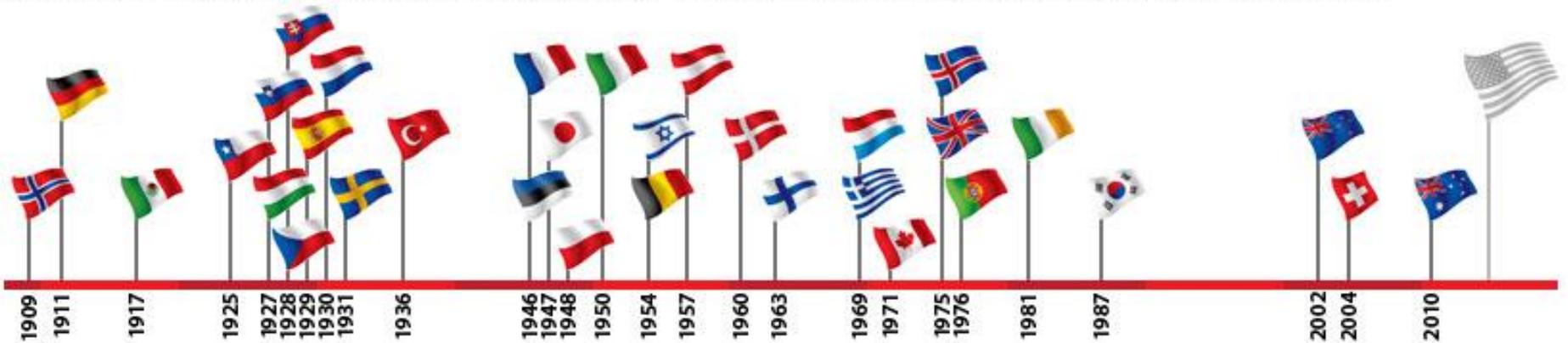


**United States** has no paid maternal leave

## PAID LEAVE FOR NEW MOMS

# Let's Get with the (Paid Leave) Program...

Other countries in the Organisation for Economic Co-operation and Development (OECD) started providing paid maternity leave more than 100 years ago. When will the United States get with the program?



**NATIONAL PARTNERSHIP FOR WOMEN & FAMILIES**

# Why Paid Leave?

- ▶ In Indiana, 2/3 of children under 6 live in families where all adults are in the labor force.
  - ▶ One-third of Hoosiers are not self-sufficient.
  - ▶ Estimates suggests that 1/4 of women return to work within two weeks of birth.
- 

# Benefits to Children

Better bonding with parents

Decreased infant mortality

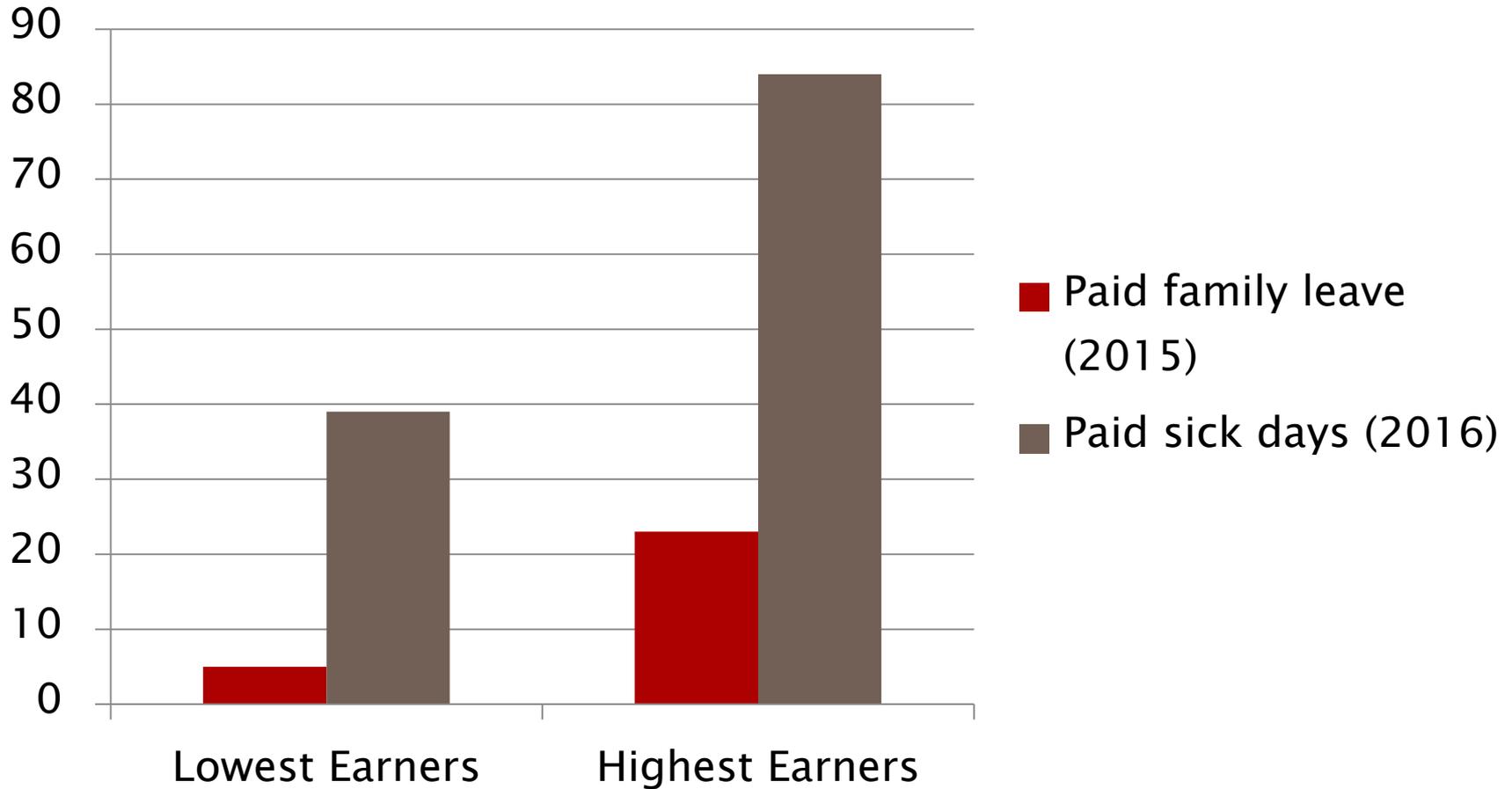
Increased breastfeeding

Completion of well-child visits

Decreased child abuse

Increased odds of placement in high-quality, stable childcare

# Who gets paid leave?





FAMILY

MEDICAL

LEAVE

ACT

12 weeks of unpaid, job protected leave

# Paid Family & Medical Leave



Time for personal medical needs



Time for caregiving



Time for bonding

# Business-funded model

## Latosha's Widget Company

- ▶ Paternity leave
- ▶ Car accident
- ▶ Family member with cancer





# Personal Care Accounts

# State-facilitated family and medical leave



Credit: Marhen Insurance

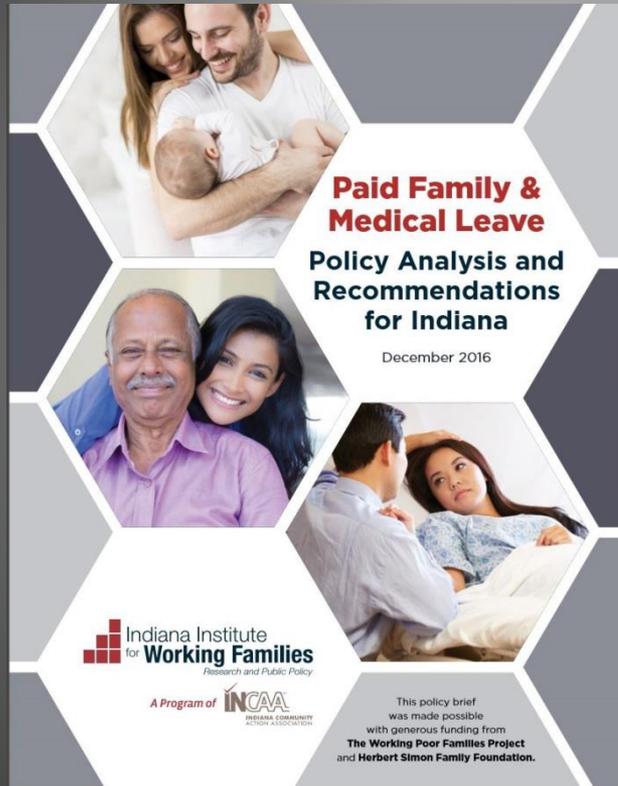
# State-Facilitated Options

- ▶ State funds both medical and family leave through employee payroll deduction
- ▶ Some opt-out provisions
- ▶ State facilitates a temporary disability insurance marketplace both employee- and employer-funded
- ▶ State will maintain a fund for paid family leave, employee-funded

California

New York

# Policy recommendations



- ▶ Implementation study
- ▶ Tiered wage replacement
- ▶ Inclusive