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

Source: WORLD Policy Analysis Center, 2014 data
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?
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 ¼ of women return to work within two weeks of birth.
# Benefits to Children

<table>
<thead>
<tr>
<th>Benefit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Better bonding with parents</td>
</tr>
<tr>
<td>Decreased infant mortality</td>
</tr>
<tr>
<td>Increased breastfeeding</td>
</tr>
<tr>
<td>Completion of well–child visits</td>
</tr>
<tr>
<td>Decreased child abuse</td>
</tr>
<tr>
<td>Increased odds of placement in high–quality, stable childcare</td>
</tr>
</tbody>
</table>
Who gets paid leave?

- Paid family leave (2015)
- Paid sick days (2016)

Lowest Earners vs Highest Earners
12 weeks of unpaid, job protected leave

§ 825.101
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
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
Policy recommendations

- Implementation study
- Tiered wage replacement
- Inclusive