

Paid family and medical leave plays a role in...

Boosting the health of infants and caregivers



● Paid family leave has shown to reduce infant mortality.

● Paid parental leave during infancy leads to lower prenatal stress, higher rates of breastfeeding, fewer infant hospitalizations and increased parental involvement. This has a lasting effect on the health of the child.

● Mothers who receive paid leave are less likely to experience symptoms of postpartum depression and less likely to report parenting stress.

Creating stronger economic security for families

California's paid family leave program lowered poverty among mothers of infants by **10.2%** and increased household income for those mothers by 4.1% on average. The program also lowered food insecurity of households after the birth of a child.

Making safer spaces for an aging population

29.6% of nursing homes are experiencing staff shortages in Michigan. Paid leave means families can provide care for their aging relatives at home, which reduces nursing home use and may even increase recruitment and retention of staff.

Benefitting businesses and the economy



● Paid leave policies increase worker retention, productivity and morale without increasing operating costs. Some businesses even reported savings from lower turnover.

● Paid leave boosts workforce participation by keeping women connected to their employer when some may have otherwise exited the labor force.

● Over 60% of adults who plan to move in the next two years would be more likely to go somewhere with paid family and medical leave.

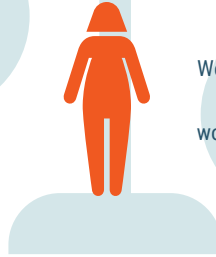
Reducing racial disparities

There is racial disparity between who has access to paid leave—White and non-Hispanic workers are more likely to have access to leave than Black and Hispanic workers in low paid positions.

11% of Black workers reported they needed family leave but could not take it, while only 6% of white workers reported the same.

Due to systemic racial disparities, people of color are more likely to face discrimination in healthcare, have less access to nutritious food, and face increased exposure to pollution. They are also more likely to experience chronic illness such as asthma, diabetes, high blood pressure and heart disease. **As a result, access to paid medical leave is especially important to these communities.**

Women of color are more likely than white women to be the primary earners in a family, meaning some must choose between their caregiving and work responsibilities.



Women of color are also less likely than white women to hold jobs with family friendly workplace policies and are overrepresented in the low-wage job market.

Improving outcomes for people with medical conditions and their caregivers



Paid Leave is crucial for the financial stability of those who have serious medical conditions. Nearly one-third of people who became seriously ill in the United States reported they lost their job or had to change jobs. Paid medical leave will help these people keep their job, cover the costs of their illness and reduce employee turnover.

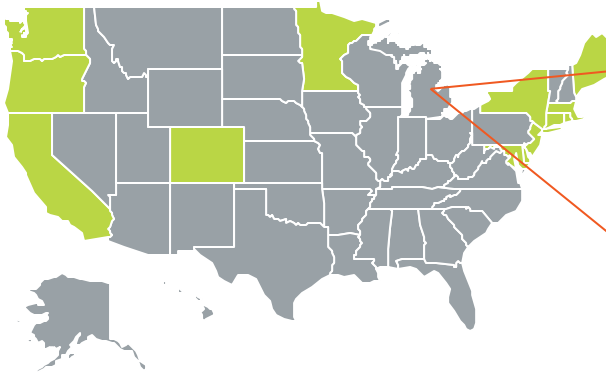
Paid leave and greater job protections help those diagnosed with cancer. Among cancer patients who earned less than \$35,000 per year, 34% reported losing their job due to missing work for their treatment. Meanwhile, 95% of cancer survivors reported they returned to work after using paid medical leave.

22.6% of adult Michiganders provide regular care for a friend or family member with a health problem or disability. Meanwhile, **14.7%** of these caregivers report a decline in their own mental and physical health as a result of the difficulties associated with caregiving. **31%** of caregivers report providing more than 20 hours of care per week, meaning choices between work and caregiving are being made.

44% of individuals who take unpaid medical leave for illness or caregiving report an inability to pay for an unexpected expense of \$400 and **28%** report difficulty making ends meet.

The state of paid leave

As of 2022, 75% of civilian workers in the United States do not have access to paid leave.
13 states plus the District of Columbia have enacted paid leave laws.



63.3%

of Michiganders are ineligible or unable to afford 12 weeks unpaid leave.

In 2020, Michigan established
12 weeks

of paid family leave for state workers. 3,500 state employees have utilized family leave since it was enacted three years ago.

It's time for a Paid Family Leave Program in Michigan that

Will provide critical benefits to Michigan's small businesses and their employees at no cost to the employer.

Will support a strong, healthy future for Michigan's families and small businesses.

Will improve outcomes for people with medical conditions and their caregivers.