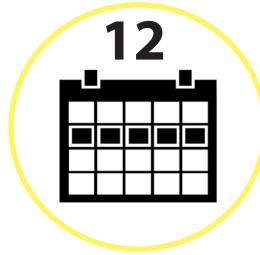


## HOW PAID FAMILY & MEDICAL LEAVE PROGRAMS WORK



Small payroll deductions go into a state fund (the equivalent of a cup of coffee a week).



An employee can take twelve weeks of leave, where they are paid through the state fund.



Employees can take leave to care for themselves or a sick loved one, or welcome a new family member.



Employers can use the money they would have paid to that employee to cover overtime or to make a temporary hire.



All employees qualify, regardless of where they work, so small businesses who otherwise would not be able to offer paid leave.

## HOW IS THIS DIFFERENT FROM THE FAMILY AND MEDICAL LEAVE ACT (FMLA)?

FMLA provides 12 weeks of **unpaid**, job-protected leave, but only 60% of employees nationally qualify for FMLA. This leaves almost half of working people out. Even among eligible employees, many low- and middle-income workers are unable to use their FMLA benefits because they simply can't afford to go three months without their income.

Paid family and medical leave programs fill these gaps by introducing a system where nearly all workers will be eligible and all employers benefit. This approach ensures widespread access for employees and that all businesses - regardless of size - are able to provide this benefit to their employees without having to bear the financial burden alone.

# TIME MATTERS

*Paid family and medical leave offers the following benefits:*



## FOR INDIANA

Addresses key concerns for our state including maternal and infant mortality, partner and child abuse, employee attraction, small business growth, and reduced health care and nursing home costs, which in turn boosts our state's economy.



## FOR MOTHERS & CHILDREN

Lowers infant and maternal mortality rates, increases breastfeeding, decreases likelihood of post-partum depression, increases rates of vaccination and well-child visits, reduces premature births.



## FOR BUSINESSES

Increases worker recruitment and retention, decreases turnover costs, has positive effects on productivity, profitability, and employee morale, enables small businesses to compete for talent.



## FOR OUR HEALTH

Lowers rates of untreated health and addiction issues, reduces chronic stress and mental health conditions, and reduces child and elder maltreatment and abuse.



## FOR COMMUNITIES

Decreases lifetime gender wage gap, increases workforce participation, earnings, and workplace influence among women, increases caregiving among men, and increases population health and stability.



## FOR FAMILIES

Improves financial stability, decreases parental stress, increases parent-child bonding during a key period of brain development, supports more involved fathers, decreases likelihood of domestic violence, & increases ability for elders to age in place.