



Paid Parental Leave



Oklahoma Turning Point Council (OTPC)

- OTPC is an independent statewide council focused on education and advocacy efforts aimed at improving Oklahoma's health status
- The Turning Point philosophy is anchored by two fundamental convictions:
 1. Communities have inherent strengths
 2. Everyone has a stake in public health



Oklahoma Turning Point Council (OTPC)

- The OTPC provides guidance and receives feedback from community partnerships on local and state policy issues that may impact health improvement efforts.
- OTPC sponsors community informational meetings on primary policy objectives and sponsors an annual Policy Day to engage the community in the development of primary policy objectives and advocacy efforts.



Educate the public and advocate for
policies and programs supporting
paid parental leave



Paid Parental Leave in the US

- US is among one of the few developed nations lacking legislation requiring paid sick and family leave¹
- As of 2010, 72.3% of kids have one or both parents in the workforce.²



Paid Parental Leave in the US

- The Family Medical Leave Act of 1993 provides unpaid benefits to employees working at businesses with more than 50 employees⁴
- In a study conducted by the US Department of Labor, 78% of participants reported they needed to take leave, but were unable, because they could not afford unpaid leave⁴



Public Health Benefits of Paid Parental Leave

- Reduced rates of low birth weight and preterm babies³
- Increased breast feeding establishment²
- Increased likelihood of obtaining well-baby care²
- Increased likelihood children will receive immunizations³
- Strengthened parental bond³



Public Health Benefits of Paid Parental Leave

- Both men and women who take paid leave have a significantly lower likelihood of receiving public assistance and food stamps in the year following the birth of a child than those who do not take leave²
- A study which controlled for demographics and job related characteristics, found that women who take paid leave are 39% less likely to report using public assistance than women who take no leave⁵



Paid Parental Leave Impacts to Businesses

- Workers with paid sick days are 28% less likely to be injured at work¹
- Paid leave increases the probability workers in low wage jobs will return to the same employer after their leave²
- A study of California's paid family leave program indicated the vast majority of businesses reported minimal or no observable impacts on operations after the implementation of paid leave⁵



Current Legislation

- State employees, teachers and any entity doing business with or contracting with the state or a school district be eligible for 160 hours of leave for the birth of or adoption of a child in addition and prior to using any accrued leave (HB2538)
- Creation of a parental short-term disability program, under which an employee on parental leave must be able to receive benefits. Also allows for leave for the birth or adoption of a child, care for a seriously ill child, parent or spouse, or the employee's own serious health condition (HB 2895)
 - *On February 8, 2016, bill failed to receive the committee votes necessary to continue through the legislative process*



Current Legislation

- Family temporary disability insurance program to provide benefits to workers who take time off to care for a seriously ill child, spouse, parent, grandparent, grandchild, sibling or to bond with a child within one year of birth or adoption. Individuals on family temporary disability receive 65% of weekly wage for up to six weeks within a 12 month period (HB 2927)



Implementing paid parental leave is essential in improving overall health and well-being for all Oklahomans



For additional information please visit

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[OK Turning Point Council](https://www.facebook.com/OKTurningPoint)



Call to Action!

- Sign your organization to the [Oklahoma Turning Point Council's Paid Parental Leave Letter of Support](#)
- Educate businesses and advocate for policies and programs supporting paid parental leave
- [Contact your state elected officials](#) and voice your support for paid parental leave
- [Join OTPC](#) to create partnerships in your community and state to support paid parental leave policies and programs
- [Register to vote!](#)



References

1. American Public Health Association. (2013). Support for paid sick leave and family leave policies. Retrieved from <https://www.apha.org/policies-and-advocacy/public-health-policy-statements/policy-database/2014/07/16/11/05/support-for-paid-sick-leave-and-family-leave-policies>
2. Houser, L. & Vartanian, T. (2012a). Pay matters: The positive economic impacts of paid family leave for families, businesses and the public. Retrieved from www.cww.rutgers.edu
3. Human Impact Partners. (2011). Fact sheet: Parental leave and the health of infants, children and mothers. Retrieved from www.humanimpact.org
4. Sherriff, R. (2007). Balancing work and family. *California Senate Office of Research*.
5. Houser L. & Vartanian, T. (2012b). Policy matters: Public policy, paid leave for new parents and economic security for U.S. workers. Pages 1-12. Retrieved from www.css.rutgers.edu