



# Oklahoma Turning Point Council

COMMUNITY PARTNERS IN PUBLIC HEALTH INNOVATION

## Paid Family and Caregiver Leave Position Statement

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### OTPC 2018 & 2019 PRIMARY POLICY OBJECTIVE

#### PAID FAMILY AND CAREGIVER LEAVE IN THE US

- The U.S. is the only OECD (Organization for Economic Cooperation) country that does not have a national mandated paid maternity leave policy.<sup>1</sup>
- The elderly population who need care from family is increasing at unprecedented rates.<sup>2</sup>
- 58% of spouse caregivers report no outside help from others.<sup>3</sup>
- Only 12% of workers in the private sector have access to paid family and caregiver leave.<sup>4</sup>
- 24% of persons employed in professional occupations have access to paid family and caregiver leave, compared to 7% of those working in service occupations.<sup>5</sup>
- Currently California, New Jersey and Rhode Island are the only states who provide paid family and caregiver leave.

#### PUBLIC HEALTH BENEFITS OF PAID FAMILY AND CAREGIVER LEAVE

- Paid family and caregiver leave increases breast feeding initiation and duration, and increases vaccination rates which in turn leads to decreased infant mortality.<sup>6</sup>
- Since the inception of California's paid family and caregiver leave program, the incidence of abusive head trauma amongst infants has decreased.<sup>7</sup>
- Paid family and caregiver leave decreases rates of post-partum depression and increases bonding and attachment between parent and child which in turn increases resilience of children.<sup>6</sup>
- Paid family and caregiver leave would enable other family members to offer some respite to spouse caregivers.<sup>3</sup>

#### PAID FAMILY AND CAREGIVER LEAVE BENEFITS EMPLOYERS AND THE ECONOMY

- Paid family and caregiver leave increases employee job satisfaction leading to decreased job turnover which saves employers the time and expense of re-hiring and training new employees. It has been estimated that employers could save up to 20% of an employee's salary by avoiding the need to replace them.<sup>8</sup>
- Paid family and caregiver leave decreases the likelihood that families will need to use public assistance.<sup>9</sup>

#### CALL TO ACTION

- Sign your organization to the [OTPC's Paid Family and Caregiver Leave Letter of Support](#).
- Educate businesses and advocate for policies and programs supporting paid family and caregiver leave.
- [Contact your state elected](#) officials and voice your support for paid family leave.
- [Join OTPC](#) and create partnerships in your community and state to support paid family and caregiver leave.
- [Register to vote!](#)
- [Be aware of Oklahoma election deadlines and dates!](#)

#### References:

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