



# PAID FAMILY LEAVE POSITION STATEMENT

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## OTPC 2016 & 2017 PRIMARY POLICY OBJECTIVE

### PAID FAMILY LEAVE IN THE US

- Only 11% of private sector workers and 17% of public sector workers report access to paid family leave.<sup>1</sup>
- The US is one of the few industrialized nations lacking legislation requiring paid sick and family leave.<sup>2</sup>
- The Family Medical Leave Act of 1993 provides unpaid benefits to less than 60% of US workforce, because small businesses are exempt from the law.<sup>3</sup>
- 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 leave.<sup>3</sup>

### PUBLIC HEALTH BENEFITS OF PAID FAMILY LEAVE

- A study conducted at Rutgers University reports both men and women who take paid parental leave have a significantly lower likelihood of receiving public assistance in the year following the birth of a child, than those who return to work immediately and do not take leave.<sup>1</sup>
- Parental leave results in reduced rates of low birth weight and preterm babies, lower rates of infant mortality, and strengthened parental bonding.<sup>4</sup>
- Parents with paid leave are five times more likely to care for a sick child.<sup>4</sup>
- Oklahomans will benefit from the availability of paid parental leave, as the decline in public assistance usage may reduce taxes.<sup>1</sup>

### PAID FAMILY LEAVE IMPACTS TO BUSINESSES

- Workers with paid sick days are 28% less likely to be injured at work.<sup>2</sup>
- Paid parental leave increases the likelihood workers in low wage jobs would return to the same employer after their leave.<sup>1</sup>
- According to the American Management Association, the estimated cost of replacing a lost employee can range from a quarter of to as much as five times the employee's wages.<sup>1</sup>
- A 2009 to 2010 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 leave.<sup>5</sup>

### 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 family 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 leave programs and policies
- [Register to vote!](#)

#### References

1. 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](http://www.cww.rutgers.edu) 2. 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> 3. Sherriff, R. (2007). Balancing work and family. California Senate Office of Research 4. Human Impact Partners. (2011). Fact sheet: Parental leave and the health of infants, children and mothers. Retrieved from [www.humanimpact.org](http://www.humanimpact.org) 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](http://www.css.rutgers.edu) 6. A Better Balance. (2015). Overview of paid family leave laws in the united states. Retrieved from [www.abetterbalance.org](http://www.abetterbalance.org)