



the work and family legal center

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*A strong paid family leave bill would . . .*

## **Cover Workers Regardless of the Size of their Employer.**

Excluding workers from paid family leave based on the size of their employer would be both unworkable and unfair, for both workers and employers. New York's paid family leave program must cover workers without consideration of the size of their employer.

### **Paid family leave is a necessity for all working families.**

- Today, 6.4 million New York workers lack access to paid family leave.\*
- 94% of retail workers and 97% of accommodations and food service workers lack paid family leave.\*
- If businesses with 25 or fewer employees were excluded, 2 million workers (31% of the workforce) would be excluded.

### **Workers are fully paying for the benefit.**

- Under all currently proposed bills, paid family leave benefits would be fully paid for by small employee payroll deductions, with *zero* out-of-pocket costs to employers to pay for benefits.
- When a worker is on leave, the insurance program would pay the worker's benefits, not the employer.
- That means the worker's employer can use the money they otherwise would have used to pay the worker's salary to cover any costs associated with providing leave.

### **Excluding businesses based on their size is administratively unworkable.**

- Because most workers work for different size businesses at different points during their working life, it would be unfair to exclude someone who has been paying for benefits from receiving them solely because he or she changed jobs.
- No social insurance program excludes businesses due to their size – not Social Security, not temporary disability insurance in any state, not paid family leave in any state.

### **Small businesses have the most to gain from paid family leave.**

- Although many larger employers can afford to pay for family leave benefits out of pocket, small businesses often cannot.
- A paid family leave insurance program, paid for entirely by workers, levels the playing field so that small businesses can compete to hire the best workers.

**Prepared by A Better Balance. For more information, visit [abetterbalance.org](http://abetterbalance.org).**

\* Amy Traub and Robert Hiltonsmith, *Lagging on Leave* (2015) Demos.