



the work and family legal center

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A strong paid family leave bill would . . .

Protect Workers' Jobs.

The need for paid family leave occurs at some of the most stressful times in a person's life: the arrival of a new child, dealing with a family member's serious illness, or adjusting to a loved one's military deployment. In these times, workers shouldn't have to worry whether they will have a job to return to after their leave.

Without job protection, workers will pay for a program they can't use.

- Without a legal right to get their job back, many workers will be unable to take the leave they need—the risk to their long-term economic security will be too big.
- In one California study, fear of being fired was a commonly cited reason workers who were eligible for paid family leave under that state's program did not take it.*
- In Rhode Island, 45% of workers who took leave under their state's paid family leave law (which provides job protection) said that without the law they would not have taken leave for fear of losing their job.†

Job protection keeps caregivers attached to the workforce.

- When workers are unable to take short-term leave and then return to their job, they are often pushed out of the workforce altogether.
- One study estimated that men who leave the labor force early due to caring for an aging parent lose almost \$90,000 in wages, while women who do so lose over \$140,000 in wages.‡
- Women who take paid leave after having a baby are more likely to be working 9 to 12 months after the birth than women who take no leave.§

Keeping workers on the job saves taxpayers money.

- Both men and women who return to work after taking paid leave are much less likely to be receiving public assistance or food stamps in the year following their child's birth than those who return to work without taking family leave.§

Prepared by A Better Balance. For more information, visit abetterbalance.org.

* Eileen Appelbaum and Ruth Milkman, *Leaves That Pay: Employer and Worker Experience with Paid Family Leave in California* (2011), Center for Economic and Policy Research.

† Barb Silver, Helen Mederer, and Emilija Djurdjevic, *Rhode Island's Temporary Caregiver Insurance Program: Findings from the First Year* (2015).

‡ MetLife Mature Market Institute, *The MetLife Study of Caregiving Costs to Working Caregivers* (2011).

§ Linda Houser and Thomas P. Vartanian, *Pay Matters: The Positive Economic Impacts of Paid Family Leave for Families, Businesses and the Public* (2012), Rutgers Center for Women and Work.