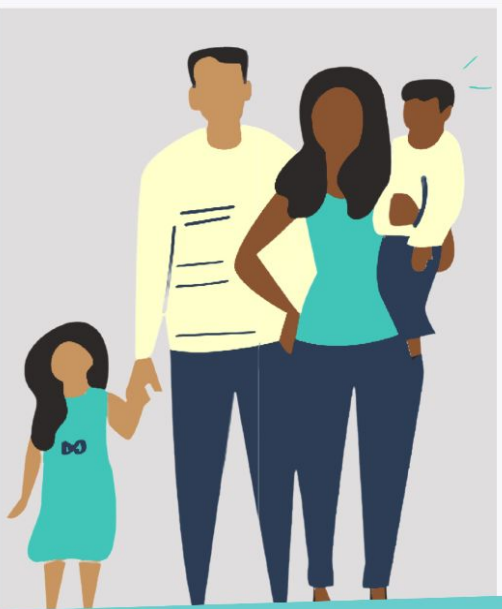


# Paid Family & Medical Leave in the States

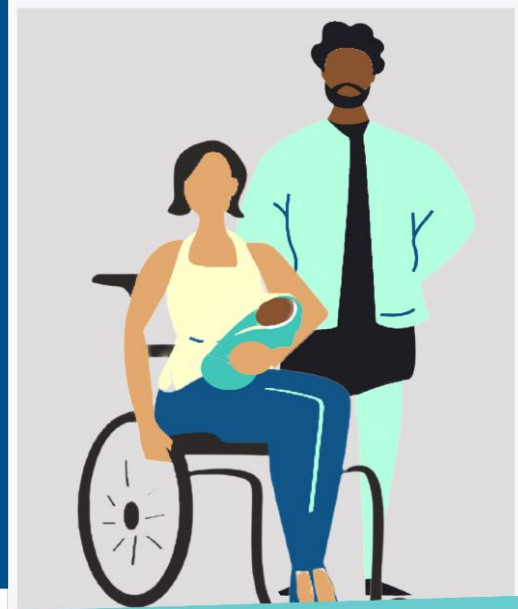
+ the need for implementation

# What does it mean?



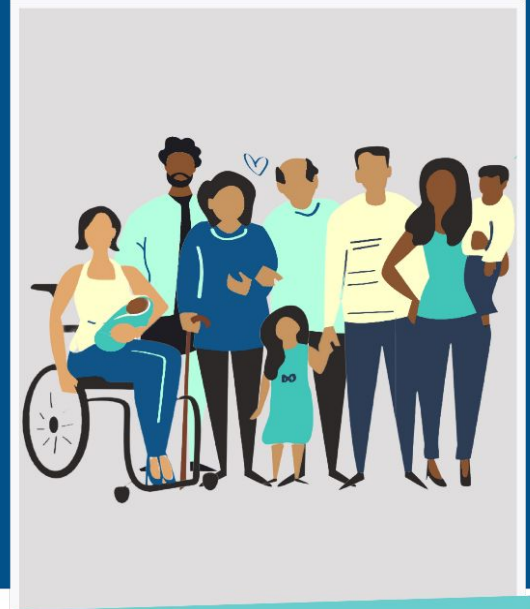
## **Paid Sick Days**

Short amount of time (usually days)  
for self/family



## **Paid Parental Leave**

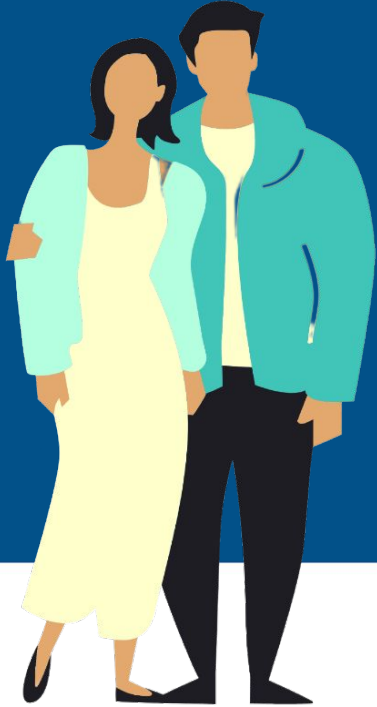
Time to bond with a new child



## **Family & Medical Leave**

Longer-term care (usually weeks)  
for self/family

# Intended Consequences of Paid Family & Medical Leave



## Strengthen:

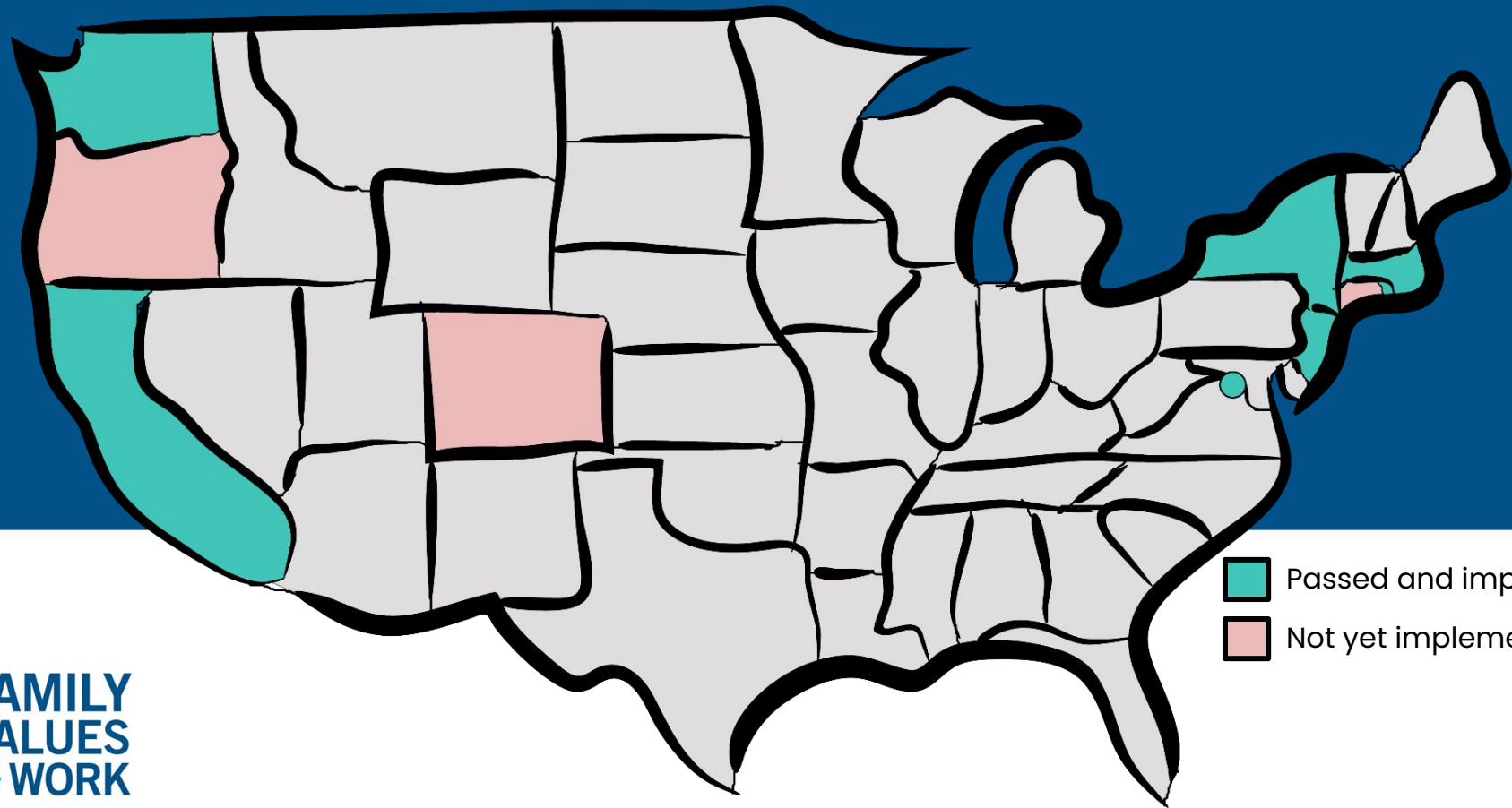
- **Breastfeeding and Bonding**
- **Workforce Attachment**
- **Infant Brain Development**
- **Senior Independence**

## Lower:

- **Infant and Maternal Mortality**
- **Racial Health Disparities**
- **Infant Care Costs**



# What states already have paid family & medical leave?



# All paid family and medical leave should...

- Create benefits that workers can afford to use
- Create a program that provides job protection

**Affordable**

- Cover all workers
- Cover all types of leave
- Cover all kinds of families

**Accessible**

- Ensure there is enough time to bond or heal under paid family and medical leave

**Adequate**

# What needs to happen once a law passes?

- True success in paid leave means workers know about the law and use benefits when needed
- Workers & employers need to learn about the law from people they trust and see others use it successfully

**Role of strong implementation**

- Develop clear regulations
- Create simple applications (print and web) in multiple languages
- Listen to workers and employers who will use the program

**Some roles for the state**

- Partner with the state for outreach and education
- Share successful tactics and work together to solve problems

**Some roles for the community**

[familyvaluesatwork.org](http://familyvaluesatwork.org)



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National Implementation Director  
Family Values @ Work