



Connecticut Campaign for **PAID FAMILY LEAVE**

Businesses Need Paid Family and Medical Leave.

Paid family and medical leave gives workers the ability to take time away from work to tend to a major life event, including the birth of a baby or a serious health condition. This, in turn, leads to a more productive, engaged and **competitive workforce**.

Paid leave: Good for Workers, Good for Business.

- When workers do not have access to paid leave, they are more likely to need to leave their jobs. Paid leave **improves worker retention** and reduces expensive turnover costs.
- The majority of businesses in California (**87%**) reported no increased costs as a result of the state's paid leave program. Some businesses even reported a cost savings by reducing employee turnover.
- When employees know they have the ability to take time off to care for themselves or a loved one, they experience **greater job satisfaction** and are more productive employees.
- Paid leave also attracts top talent workers and allows small businesses to compete better with larger businesses, as it is an important factor to many workers when deciding among different job opportunities.
- **Thirty-eight percent (38%)** of millennial workers say they would move not just to another state, but to another **country** for better parental benefits. These are the skilled workers our businesses and state economy need to thrive.



Our Proposal: Entirely Employee Funded

- The majority (**59%**) of small business owners support publicly administered family and medical leave insurance pools paid entirely with payroll contributions by employees.
- S.B. 221: *An Act Concerning Paid Family and Medical Leave* considers the needs of the business community by calling for a program funded entirely through small employee contributions (about **0.5%** of an employee's wages).