



# Connecticut Campaign for **PAID FAMILY LEAVE**

## **Paid Family and Medical Leave Insurance for All CT Workers**

No worker should face financial ruin when they need to take time off from work to care for an ill loved one, welcome a new baby, or recover from an illness. Paid family and medical leave will ensure that workers who need to take time off to welcome a new baby, care for an ill relative or recover from a personal illness are not punished financially.

Connecticut needs paid family and medical leave because:

### *FMLA isn't working for too many working families.*

- The federal Family and Medical Leave Act (FMLA) provides up to 12 weeks of job protected, UNPAID leave to eligible workers.
- Only 14% workers have access to paid leave through their employer. Just 5% of low-wage workers have access to paid leave through their employer.<sup>i</sup>

### *Connecticut voters support paid family & medical leave.*

- AARP (83%) and CT Working Families (75%) polls in 2016 found the majority of voters in our state support paid leave.<sup>ii</sup>
- **NATIONALLY: It's a bipartisan issue. 94% of Democrats, 83% of Independents and 74% of Republicans support paid leave.**<sup>iii</sup>

### *Paid leave benefits business – small and large.*

- A 2017 poll by BLS Research & Consulting found that 77% of small businesses here in CT support paid leave legislation like what is proposed in S.B. 1 and H.B. 5387.<sup>iv</sup>
- When workers don't have access to paid leave, they're more likely to need to leave their jobs. Paid leave improves worker retention and saves employers' turnover costs.<sup>v</sup>
- After 10 years of paid leave in CA, employers overwhelmingly report positive or neutral impact on their business. Paid leave increased morale and productivity among CA employees.<sup>vi</sup>

### *Paid leave builds and attracts a talented workforce.*

- Nearly 40% of millennials say they would move to another *country* for better parental leave benefits.<sup>vii</sup>
- Millennials are more likely to seek out companies that offer paid leave and are happier, more engaged employees while working for those that do.

### *The time is now.*

- MA passed paid leave legislation in 2018. NY passed paid leave in 2016. RI and NJ have successful paid leave programs. To remain competitive in our region, CT must be next.

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- <sup>i</sup> Pew Research Center. 2017. Access to paid family leave varies widely across employers, industries. Retrieved from: <http://www.pewresearch.org/fact-tank/2017/03/23/access-to-paid-family-leave-varies-widely-across-employers-industries/>
- <sup>ii</sup> CT by the Numbers. 2016. Paid Family Medical Leave Has Broad Support in CT, Survey Shows. Retrieved from: <http://ctbythenumbers.info/2016/04/13/paid-family-medical-leave-has-broad-support-in-ct-survey-shows/>
- <sup>iii</sup> PerryUndem and Bellwether. 2018. Voters' Views on Paid Family and Medical Leave: Findings from a National Survey. Retrieved from: <http://www.nationalpartnership.org/research-library/work-family/paid-leave/voters-views-on-paid-family-medical-leave-survey-findings-august-2018.pdf>
- <sup>iv</sup> Campaign for Paid Family Leave. 2017. New Poll: Small Businesses Support Paid Family and Medical Leave. Retrieved from: <https://paidfamilyleavect.org/2017/05/31/new-poll-small-businesses-support-paid-family-and-medical-leave/>
- <sup>v</sup> U.S. Department of Labor. 2015. The Cost of Doing Nothing. Retrieved from: <https://www.dol.gov/featured/paidleave/cost-of-doing-nothing-report.pdf>
- <sup>vi</sup> See note 5.
- <sup>vii</sup> Harvard Business Review. 2015. Millennials Say They'll Relocate for Work-Life Flexibility. Retrieved from: <https://hbr.org/2015/05/millennials-say-theyll-relocate-for-work-life-flexibility>.