

THE CASE FOR PAID PARENTAL LEAVE

for Utah's executive agency state employees

Why paid parental leave? Too many workers cannot afford to take unpaid leave because of the loss of income it entails, or have to cut their leave short because of financial or workplace pressures.

THE BENEFITS OF PAID PARENTAL LEAVE

Paid parental leave leads to **better outcomes** for parents and children. Among the many benefits associated with paid leave:

Paid parental leave has a significant positive effect on the health and wellbeing of children and parents:

- Research indicates higher education, IQ, and income levels in adulthood for children of mothers who used maternity leave.¹
- Paid family leave can reduce infant mortality by as much as 10%.²
- Paid parental leave allows women more time to breastfeed recover, and bond with their new baby.³
- Paid paternity leave helps foster better father-child relationships.⁴

Paid parental leave provides economic security to Utah families:

- Becoming a parent is expensive. Without access to paid leave, many new parents are faced with the choice between economic hardship and returning to work prematurely.
- Paid parental leave increases female labor force participation by making it easier for women to stay in the workforce after giving birth, which contributes to economic growth.
- Paid parental leave keeps new parents employed and off of public assistance.⁵

Paid parental leave is good for the bottom line, because it:

- Increases worker retention and reduces turnover, saving businesses significant costs associated with replacing employees.
- Helps retain the expertise, skill, & knowledge of valued employees.
- Means healthier and happier employees.
- Increases worker productivity and company loyalty, and
- Assists the State in becoming a more competitive employer.

Utah is a family-friendly state, and this legislation reflects Utah values.

DID YOU KNOW?

Women who take paid leave are **39% less likely to receive public assistance** and **40% less likely to receive food stamps** in the year following a child's birth, compared to those who did not take any leave.⁶

When Google increased its paid maternity leave in 2007, the rate at which new moms left Google **fell by 50 percent**.⁷

Over 90% of employers affected by paid family leave initiatives in two separate states reported either **positive or no noticeable effect on profitability, turnover, and morale**.⁸

The US is **one of only two countries** that does not require paid maternity leave. The other is Papua New Guinea.

Utah has one of the highest birth rates in the nation and more women in the workforce than the national average.

1. Kelly Wallace, Jen Christensen, The benefits of paid leave for children are real, majority of research says, CNN (Oct. 29, 2015).

2. Jody Heymann, Amy Raub, and Alison Earle, Creating and Using New Data Sources to Analyze the Relationship Between Social Policy and Global Health: The Case of Maternal Leave, Public Health Rep., 126(Suppl 3): pp. 127–134 (2011) (a study of 141 countries with paid leave policies).

3. Eileen Appelbaum and Ruth Milkman, Leaves that Pay: Employer and Worker Experiences with Paid Family Leave in California (2011).

4. Lenna Nepomnyaschy and Jane Waldfogel, Paternity Leave and Fathers' Involvement with Their Young Children: Evidence from the American ECLS-B, Community, Work & Family, Vol 10, Issue 4 (2007).

5. Linda Hauser and Thomas P. Vartanian, Pay Matters: The Positive Economic Impacts of Paid Family Leave for Families, Businesses and the Public, Rutgers Center for Women and Work (Jan 2012) (a study of women who took advantage of New Jersey's paid-family-leave policy).

6. Id.

7. Id.

8. U.S. President's Council of Economic Advisers (2014).

