

1 **HOUSE RESOLUTION ENCOURAGING EXPANDED FAMILY**
2 **LEAVE BENEFITS AND QUALITY, AFFORDABLE CHILD**
3 **CARE**

4 2018 GENERAL SESSION

5 STATE OF UTAH

6 **Chief Sponsor: Rebecca P. Edwards**

8 **LONG TITLE**

9 **General Description:**

10 This resolution recognizes the positive economic impact of expanded family leave
11 benefits and quality, affordable child care, and encourages increased access to both.

12 **Highlighted Provisions:**

13 This resolution:

- 14 ▶ recognizes the effects of current workforce practices on Utah families;
- 15 ▶ recognizes the importance of creating a balance between supporting Utah families
16 and preserving our state's business climate; and
- 17 ▶ encourages the use of incentives to guide the private sector toward increased access
18 to paid family leave benefits and to increase access to quality, affordable child care.

19 **Special Clauses:**

20 None

22 *Be it resolved by the House of Representatives of the state of Utah:*

23 WHEREAS, workforce participation rates for both men and women have yet to return
24 to pre-recession levels;

25 WHEREAS, the women of Utah have much higher workforce participation rates than
26 national averages for women 25 years of age and younger, after which Utah women's
27 workforce participation rates drop below national averages;



28 WHEREAS, Utah's fertility rates have declined for the past eight consecutive years and
29 are being surpassed by other states, indicating a need to better support families;

30 WHEREAS, 83% of millennials say they would leave their current job for a job with
31 more family-friendly benefits;

32 WHEREAS, when a company provides child care for its employees, employee absence
33 decreases up to 30% and job turnover declines by as much as 60%;

34 WHEREAS, removing barriers that inhibit family creation will empower a greater
35 number of parents to participate in Utah's workforce;

36 WHEREAS, 20% of employees utilize the Family Medical Leave Act each year,
37 making use of the essential opportunity to have their jobs protected while they care for their
38 families;

39 WHEREAS, it is important to create a balance between supporting Utah families and
40 preserving Utah's business climate;

41 WHEREAS, studies have found that 87% of Americans favor solutions by the
42 government to incentivize employers to provide paid family leave; and

43 WHEREAS, incentives are the most effective avenue for encouraging expanded leave
44 policies;

45 NOW, THEREFORE, BE IT RESOLVED that the House of Representatives of the
46 state of Utah strongly encourages increased access to paid family leave benefits within the
47 private sector and increased access to quality, affordable child care.

48 BE IT FURTHER RESOLVED that the House of Representatives recommends
49 providing incentives to guide the private sector toward increased access to paid family leave
50 benefits and to increase access to quality, affordable child care.