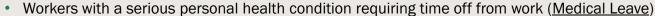
# Paid Family & Medical Leave Quick Facts For Busy Business Leaders

# What Is Paid Family & Medical Leave?

## Time off during which workers earn full or partial pay offered to:

- New parents to care for and bond with a new child (Parental Leave),
- Employees who need to care for a family member with a serious health condition (<u>Caregiver Leave</u>), and/or





## Who Provides Paid Family & Medical Leave in the U.S.?

## Currently no U.S. federal paid family & medical leave law

- Only <u>8 countries</u> don't have a paid maternity leave national policy – the U.S., Suriname, Papua New Guinea, and five South Pacific island nations
- The U.S. Family and Medical Leave Act of 1993 provides <u>unpaid</u> leave for certain <u>eligible</u> workers

## A handful of states provide workers with paid family leave

- RI, NJ, CA, NY, and HI have state-mandated <u>disability</u> <u>insurance</u> (providing paid leave for birth mothers)
- RI, NJ, and CA also provide more comprehensive paid family leave benefits; NY will beginning in 2018



# More and more employers are introducing paid family & medical leave benefits for their U.S. employees

 Over sixty companies publicly announced a new policy in 2015/2016, with many receiving strong positive press coverage

# How Can Paid Family & Medical Leave Benefit My Business?

#### I. Employee Retention

Retain talent that might have left your company and reduce turnover costs

#### II. Talent Attraction

Attract more talented employees with a strengthened value proposition

### III. Reinforced Company Values

Signal to employees and the market that your values and actions align

#### IV. Improved Employee Engagement, Morale, & Productivity

Improve workers' perception of and relationship with their company

#### V. Enhanced Brand Equity

Boost your company reputation through announcing a new paid leave benefit

For more details on the business case, refer to the BCG report Why Paid Family Leave Is Good Business

