

## **Paid family and medical leave for Louisiana**

The United States remains the only Organization for Economic Cooperation and Development (OECD) country without a national paid leave policy. Congress passed the Family Medical Leave Act (FMLA) in 1993, which offers up to 12 weeks of unpaid leave for qualified employees. But, even those who qualify often can't afford to use it, including 66% of Louisianans.

Most working people in the United States do not have paid family and medical leave (PFML) through their jobs, including about 74% — about 1.5 million workers — in Louisiana. This forces those who can least afford it to choose between economic security and their own health or the health of those they love.

In the absence of federal action, states have taken the lead. As of today, 11 states and the District of Columbia have enacted state paid family and medical leave programs funded through modest payroll contributions. Unfortunately, Louisiana isn't among them. Legislators can change that by providing this much-needed benefit to Louisiana families by passing House Bill 596 by Rep. Aimee Freeman. This bill establishes a statewide paid family and medical leave program, providing a meaningful benefit to most Louisiana workers.

### **PFML SUPPORTS HEALTHY MOMS AND BABIES.**

- 10% lower neonatal and infant mortality rate with access to 10 weeks of paid leave
- double the duration of breastfeeding among mothers who took paid leave, including among low-wage workers
- mothers have increased depressive symptoms and worse overall health if they return to work after having less than 12 weeks of maternity leave and less than 8 weeks of paid leave

### **PFML BOLSTERS THE ECONOMY.**

- Louisiana economy would have 95,000 additional workers and \$2.6 billion more in wages, if women participated in the labor force at the same rate as women in countries with paid leave
- A typical worker in Louisiana who takes four weeks of unpaid leave loses more than \$2,900 in income

### **PFML STRENGTHENS BUSINESSES.**

- 91% businesses reported paid family leave had either a neutral or positive effect on profitability
- 88.5% of businesses reported paid family leave had either a neutral or positive effects on productivity

### **PFML ACCESS IS PRIORITY FOR PEOPLE**

- PFML enjoys bipartisan support with 80% of Louisianans supportive of a state paid family and medical leave program.
- Paid leave is one of the top three policies people prioritize in considering a state for relocation.
- 61% of adults who say they plan to move in the next two years would be more likely to move to a state with a paid leave program; 40% say they would be less likely to move to a state without a paid leave program.

# PFML Resources

## LOUISIANA-SPECIFIC RESOURCES

- [LSU 2021 Louisiana Survey](#)
- [LBP A paid family leave policy would fuel a stronger Louisiana](#)
- [LBP Paid Leave in Louisiana a Cost Estimate](#)
- [LBP Building a Paid Leave Program for Louisiana](#)
- [Agenda for Children Paid Leave is the Foundation of a Stronger Louisiana](#)
- [National Partnership for Women and Families Paid Leave Means A Stronger Louisiana](#)

## NATIONAL RESOURCES

- [A Better Balance Comparative Chart of Paid Family and Medical Leave Laws in the United States](#)
- [National Partnership for Women and Families Paid Leave Works: Evidence from State Programs](#)
- [Businesses for Social Responsibility, with Morning Consult: Talent Trends & State Social Policies: 2023 Impact on Business in the U.S.](#)