

# PAID FAMILY LEAVE

Support working Michiganders and those who depend on them. Support policies for Michigander's to have paid family and sick leave: guaranteed, protected, paid time off from work to take care of newborn children and sick family members.

## BACKGROUND

- **62% of working Michiganders** do not even have affordable access to unpaid leave under the federal Family and Medical Leave Act<sup>i</sup>.
- **California, New Jersey, Rhode Island, and New York** have all successfully implemented paid family leave policies<sup>ii</sup>. **Washington, District of Columbia, Massachusetts, Connecticut, and Oregon** will all offer paid leave by 2023<sup>iii</sup>.

## WHO BENEFITS FROM PAID FAMILY LEAVE?

### NEW PARENTS

Reduce relationship and financial stress and mental health issues<sup>iv</sup> for the 70% of Michigan households with working parents<sup>v</sup>.

### OLDER ADULTS

In 10 years, 1 in 5 Michiganders will be older than 65<sup>vi</sup>. Already, there is a shortage of caretakers for our elderly<sup>vii</sup>.

### LOW-INCOME FAMILIES

Low-wage earners, especially women of color, have the least access to paid leave despite being more likely to be the sole breadwinner and to have children with additional needs<sup>viii</sup>.



### CHILDREN

Decades of research support better physical and social health outcomes for infants and children if parents have access to paid family leave<sup>xi</sup>.

### BUSINESSES

Increase labor force participation<sup>ix</sup> and economic output<sup>x</sup>. Michigan can't afford to leave caretakers out of the workforce.

### WOMEN

Women, especially women of color, are more likely to be caretakers than men and suffer emotional, financial, physical, and career consequences<sup>xii</sup>.

To learn more about ACCESS, Paid Family Leave, and Domestic Violence Prevention, contact Fatima Boussi at [fboussi@accesscommunity.org](mailto:fboussi@accesscommunity.org)

To learn more about the Michigan Coalition to End Domestic and Sexual Violence go to [mcedsv.org](http://mcedsv.org) or contact Amanda Barratt, Senior Program Manager, [amanda.barratt@mcedsv.org](mailto:amanda.barratt@mcedsv.org).

To learn more about Intimate Partner Violence Prevention visit [cdc.gov/violenceprevention/intimatepartnerviolence](http://cdc.gov/violenceprevention/intimatepartnerviolence)

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