

THE FAMILY CARE ACT: SETTING FAMILIES UP FOR SUCCESS

Paid family leave improves the physical, mental, and financial health of parents and children in both the short- and long-term. It also benefits the economy by strengthening the workforce, improving employee retention and morale, and lowering costs for employers and individuals.

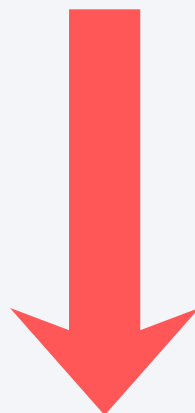
Currently, only 14% of workers in the U.S. have access to paid family leave. Thirteen states plus Washington, D.C. have passed state-level paid family leave programs and have proven it is a **cost-effective tool** to increase job retention, productivity, and employee morale while improving health outcomes for workers and their families.

Paid family leave allows small businesses to compete with large corporations that widely offer paid family leave. By enacting a state program, small businesses will be able to **recruit and retain top tier talent.** With enactment of the Family Care Act, Pennsylvania can be a **national leader and affirm our commitment to the health and well-being of families** across the Commonwealth, including children, older adults, and people with disabilities.

PAID FAMILY LEAVE:



- Improves birth outcomes and infant health
- Improves maternal physical and mental health
- Increases breastfeeding rates and pediatric visit attendance
- Strengthens bond between baby and mother
- Increases women's participation in the workforce



- Reduces maternal stress, depression, and distress
- Lowers likelihood of maternal rehospitalization after birth
- Lowers rates of infant and childhood mortality
- Lowers rates of infant hospitalization

The Family Care Act is essential for the health and well-being of mothers, babies, and families.

THE FAMILY CARE ACT IS AN INVESTMENT IN PA'S FUTURE

Paid family leave is associated with better health for new mothers and their babies, which strengthens families and sets children up for success later in life. Research shows access to paid family leave:



IMPROVES MATERNAL HEALTH

Paid family leave, including maternity leave, is associated with improved physical and mental health for mothers, including a lower risk of rehospitalization after birth. For every week of maternity leave taken eight weeks and beyond, the likelihood of reporting poor mental health, including depressive symptoms, for mothers decreases by 2%. Less stress means mothers are better able to bond with their babies and are less likely to report intimate partner violence or cases of child abuse.



IMPROVES CHILD HEALTH

The first 1,000 days of a baby's life are the most crucial for their development and can impact their overall health and well-being as adults. Babies born into families who had access to maternity leave have better birth outcomes, including higher birth weights and lower rates of hospitalization. Additionally, longer maternity leaves increase rates and duration of breastfeeding, which is linked to improved infant immune and digestive systems and reduced risk of chronic disease later in life, including obesity and breast cancer.



IMPROVES ECONOMIC HEALTH

Paid family leave promotes women's participation in the workforce, ultimately increasing their earnings over time. Employees with access to paid family leave have better job retention, productivity, and higher morale. Additionally, babies with better birth outcomes have higher educational attainment and higher wages as adults. Paid family leave today promotes workforce readiness and success in the future.



The Family Care Act (HB200/SB906) is an evidence-driven policy that will benefit Pennsylvanian families and the Pennsylvanian economy, now and in the future.