

FACT SHEET: **Wisconsin Family Medical Leave Insurance Act**

The Wisconsin Family Medical Leave Insurance Act would allow families to take PAID leave, keep their job and care for themselves or family member.

At some point, nearly everyone needs time away from work to recover from a serious illness, care for a sick loved one or a new child. Yet the majority of working people in the United States cannot take the leave they need without risking their job or economic security. The Family and Medical Leave Act (FMLA) – the primary federal law designed to help working people meet the dual demands of job and family – leaves out 40% of the nation's workforce and guarantees only unpaid leave, which millions of workers cannot afford to take. Only 11% of the U.S. workers have access to paid family leave through their employers. That means millions of workers are forced to choose between what is best for them and their families and income they need to cover basic expenses.

The Wisconsin Family Medical Leave Insurance Act would create an insurance program that would support workers and business in our state!

Benefits of Paid Leave Include:

- **Strengthens Economic Security for Working People & Their Families**
 - Paid leave provide income stability for families with new children since 13% of families with a new infant become poor within month.
 - Paid leave promotes families' financial independence since new mothers who take paid leave are 54% more likely than mothers who do not to report wage increases and 39% less likely to need public assistance.
- **Improves Health Outcomes and Reduces Health Costs**
 - Paid parental leave reduces infant mortality and produces better long-term health outcomes, especially for children with chronic health conditions.
 - Seriously ill children recover faster when cared for by their parents – shortening a child's hospital stay by 31%
- **Improves Bottom Lines for Businesses**
 - Paid leave insurance programs are an affordable way for businesses to support and retain workers when serious family and medical needs arise, without creating significant new administrative burdens
 - Paid leave reduces worker replacement costs.
 - In California, where a state paid leave program has been in place since 2004, 90% of employers or more report positive or neutral effects of the program on turnover, productivity, profitability and performance and morale.