

There are times in life when family is irreplaceable. Many of us recall a time we wanted to be there for family or cherished being able to care for or be cared for by family.

CHILDBIRTH, CRISIS, AND CARE

"Just as fast as I could exhale his name, [my son] was whisked into the infant exam room; they wanted to keep him in the NICU for observation." Candice hadn't planned for medical complications after her second child was born, nor did she expect that her mother would have a heart transplant that same day, followed by weeks of recovery. Facing uncertainty, Candice's family prayed for courage. Because Candice's husband Matt was able to secure paid parental leave, he cared for their toddler and his mother-in-law while Candice and the baby recovered. Candice recalls, "I was having intense bouts of anxiety. My husband's paid parental leave was instrumental.... Matt had the flexibility to care for our children when I couldn't."

THREE WEEKS OLD IN DAYCARE, THEN THE EMERGENCY ROOM

Alicia's family relies upon her income, and she doesn't have access to paid leave. Two weeks after giving birth and still recovering from a cesarean delivery, she returned to work and brought her son to the daycare center where she is employed. Her son contracted a respiratory viral infection at the center. Alicia rushed him to the emergency room where he was hospitalized for a week. At one year old, he continues to have respiratory issues as a result of the infection.

20% OF NEW MOTHERS MUST RETURN TO WORK WITHIN DAYS OR WEEKS OF A CHILD'S BIRTH

OVER HALF OF PARENTS WHO TOOK PARENTAL LEAVE SAY THEY TOOK LESS TIME OFF FROM WORK THAN THEY NEEDED; **69%** OF THOSE PARENTS SAID THEY COULD NOT AFFORD TO LOSE MORE INCOME

"Families have such small windows of time to be united in caring for new children and themselves. Parental leave expresses a shared societal value for this sacred period life." – *Candice, Mother of Two*

Learn more at www.FamiliesValued.org.

Sources: Abt Associates, "Family and Medical Leave in 2012: Detailed Results Appendix" (2014) | Pew Research Center, "Americans Widely Support Paid Family and Medical Leave, but Differ Over Specific Policies" (2017)