Access to paid leave increases worker retention for both high and low-paying jobs. In states with paid family leave programs, employers report that paid family leave had either a positive effect or no noticeable effect on productivity, profitability/performance, turnover, and employee morale.

OVER 100 large and name-brand companies have expanded or added paid family leave benefits over the past several years. But many other businesses have struggled to cover the cost of these benefits.

“\nWe’re looking at attracting and retaining talent. \nFor us, it’s about creating a more engaged workforce.\n”
– MIKE ANDERSON, 3M DIRECTOR OF HR, GLOBAL BENEFITS, ON EXPANDING PAID FAMILY LEAVE BENEFITS

BEST PRACTICES IN PUBLIC POLICY CAN LEVEL THE PLAYING FIELD FOR SMALL EMPLOYERS

Six states and the District of Columbia now guarantee a baseline level of paid family leave for workers, regardless of employer size

Washington state exempts employers with 50 or fewer employees from paid family leave premiums, while providing benefits to all workers

Small employer grants help cover the administrative costs associated with employee leave