

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.

PAID FAMILY LEAVE HELPS ORGANIZATIONS **KEEP TALENTED WORKERS**

**80%** OF COMPANIES WITH PAID FAMILY LEAVE REPORTED **POSITIVE WORKPLACE MORALE**

**70%** OF COMPANIES WITH PAID FAMILY LEAVE SAID IT **BOOSTS PRODUCTIVITY**

*“ We’re looking at attracting and retaining talent. For us, it’s about creating a more engaged workforce. ”*

- 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

Learn more at [www.FamiliesValued.org](http://www.FamiliesValued.org).

Sources: Society for Human Resource Management (SHRM), “2018 Employee Benefits: The Evolution of Benefits” (2018) | The Boston Consulting Group, “Why Paid Family Leave is Good Business” (2017) | 3M, “New Expanded Parental Leave Benefits”