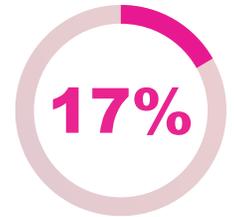


PAID FAMILY LEAVE FOR MOMS, BABIES AND SICK LOVED ONES

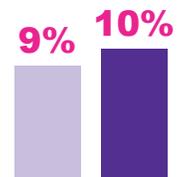
Unfortunately, only 17 percent of civilian workers in America have access to paid leave, including maternity and paternity leave or caring for a loved one. Large employers, those who have more than 500 employees, offer the greatest amount of paid leave, while small employers, those with less than 50 offer the least amount. Eight in ten voters support a comprehensive national paid family and medical leave policy that covers all people who work (84 percent).



WHY DOES THE UNITED STATES NEED PERMANENT PAID FAMILY LEAVE?

For the health of new moms and babies:

- An international evaluation of paid leave policies showed that for every increase of 10 weeks of paid maternity leave, there was a 10 percent lower neonatal and infant mortality rate and a 9 percent lower rate of mortality in children under age 5, even after controlling for other known risk factors for infant and child death.

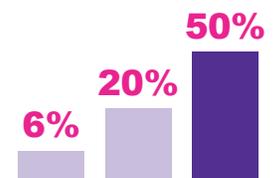


For families caring for sick loved ones:

- Provides financial stability to those who need to care for an elderly or ill parent, child or themselves
- Allows for leave to be taken for military caregiving purposes

For the economy:

- Increases the labor force participation of moms by 6 percent in the year of a birth
- Reduces birth-year maternal labor market detachment by 20 percent
- At five years, up to 50 percent fewer women leave their jobs
- Older caregivers who leave their job to take care of an elderly parent can experience income and benefit loss to the tune of \$303,880 (on average) over their lifetime



MORE NEEDS TO BE DONE TO ENSURE BENEFITS ARE MADE PERMANENT FOR ALL AMERICANS.

March of Dimes calls on Congress to enact permanent paid family leave for all workers.

The Families First Coronavirus Response Act (FFCRA) provides some protections for American workers during the pandemic by requiring certain small and mid-sized businesses to offer over 12 weeks of paid sick leave for employees affected by COVID-19, so they can care for a sick family member, new baby or a child whose school or day care has closed.

March of Dimes also supports the **Family And Medical Insurance Leave (FAMILY) Act (H.R. 1185/S. 463)** because it creates an affordable and self-sustaining national system to provide workers with up to 12 weeks of partial income through a family and medical leave insurance fund while taking a balanced approach by providing leave to a range of family situations, not just new parents.